

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

Số/No.: **66** /CV-DLG

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Gia Lai, ngày 18 tháng 5 năm 2026

Gia Lai, May 18, 2026

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

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

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

Organization name: Duc Long Gia Lai Group Joint Stock Company

- Mã chứng khoán: **DLG**

Stock code: DLG

- Địa chỉ: 90 Lê Duẩn, Phường Pleiku, tỉnh Gia Lai

Address: 90 Le Duan, Pleiku Ward, Gia Lai province

- Điện thoại liên hệ: (84-269) 3748 367 Fax: (84-269) 3747 366

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

- E-mail: duclong@duclonggroup.com

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

2. Nội dung thông tin công bố:

Content of published information:

Biên bản và Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 ngày 17/5/2026 và tài liệu đính kèm.

Minutes and Resolution of the 2026 Annual General Meeting of Shareholders dated May 17, 2026, and attached documents.

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 18/5/2026 tại đường dẫn: <http://www.duclonggroup.com/nghi-quyet.html>

This information was announced on the company's website on 18/5/2026 at the link: <http://www.duclonggroup.com/nghi-quyet.html>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

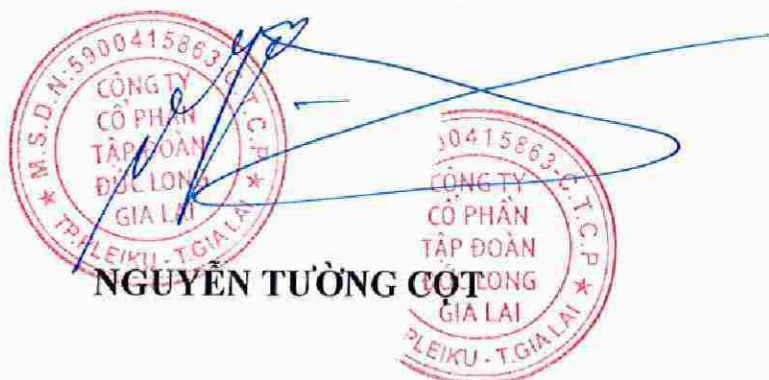
We hereby commit that the information published above is true and take full responsibility in front of the law for the content of the published information.

Tài liệu đính kèm:

Attached documents:

- Biên bản và Nghị quyết ĐHĐCĐ thường niên 2026/ *Minutes and Resolution of the 2026 AGM;*
- Tài liệu đính kèm Biên bản ĐHĐCĐ thường niên 2026/ *Attached document Minutes of the 2026 AGM;*

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



NGUYỄN TƯỜNG CỘT



DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, May 17, 2026

No.: 01/NQ-ĐHĐCĐTN2026

RESOLUTION

On the Resolutions Passed by the 2026 Annual General Meeting of Shareholders

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

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

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

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

The Vote Counting Minutes of the 2026 Annual General Meeting of Shareholders dated May 17, 2026;

The Minutes of the 2026 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company No. 01/BB-ĐHĐCĐTN2026 dated May 17, 2026,

HEREBY RESOLVES:

Article 1. Approval of the following Reports:

1.1. Report of the Board of Directors on corporate governance and its performance in 2025, the business plan of the Group for 2026 and the following years. Report of Each Independent Member of the Board of Directors

Business Plan Targets

INDICATOR	2026	2027	2028
Revenue (billion VND)	800	1,200	1,500
Net profit after tax (billion VND)	450	600	800

1.2. Report of the General Director on the business performance in 2025 and the business plan for 2026.

Business Results for 2025

INDICATOR	Plan for 2025	Implementation in 2025	Actual vs. Plan (%)
Total Revenue (billion VND)	600.0	699.2	107.6%
Profit after Tax (billion VND)	200.0	417.2	208.6%

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

Article 2. Approval of the following matters:

2.1. The 2025 separate and consolidated financial statements audited by UHY Auditing and Consulting Co., Ltd. These financial statements have been disclosed in accordance with regulations and published on the Company's website at <http://www.duclonggroup.com/>.

2.2. Based on the accumulated loss after tax as stated in the audited 2025 consolidated financial statements of VND (2,091,772,642,277), the Company does not have sufficient capital to pay dividends for 2025. The General Meeting of Shareholders approves not to pay dividends for 2025.

Article 3. Approval of the 2026 Revenue and Profit Plan:

Based on past business and investment results, and considering 2026 as a potentially volatile year due to global economic uncertainties and the State's macroeconomic policies, along with the financial status of the parent company and its subsidiaries, the General Meeting of Shareholders approves the following targets for 2026:

- Net revenue:	800,000,000,000 VND
- Profit after tax	450,000,000,000 VND

Article 4. Approval of remuneration and expenses of the Board of Directors, Supervisory Board, and salaries of the Executive Board in 2025, and the remuneration and expense plan for the Board of Directors and Supervisory Board in 2026, as follows:

4.1. Remuneration for the Board of Directors and Supervisory Board, and salaries of the Executive Board in 2025:

a. Remuneration and expenses for members of the Board of Directors and Supervisory Board in 2025:

In 2025, the Company's revenue and profit after tax exceeded the planned targets. However, accumulated losses amounted to VND 2,091,772,642,277, and the profit for 2025 was insufficient to fully offset these losses. In addition, given that the Company continues to face significant challenges in its restructuring process to fully settle outstanding bank debts in the coming years, members of the Board of Directors and the Supervisory Board have voluntarily waived their

remuneration and bonuses related to the portion of profit after tax exceeding the planned targets, as approved under the Resolution of the 2025 Annual General Meeting of Shareholders.

b. Salaries of the Executive Board:

- Total income of the Executive Board in 2025: VND 1,324,709,224

(This is presented in Note 34 (page 44) of the 2025 audited separate financial statements)

4.2. Remuneration and expense plan for 2026:

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

- Chairman of the Board of Directors: VND 15,000,000/month

- Vice Chairman of the Board of Directors: VND 10,000,000/month

- Other members of the Board of Directors: VND 6,000,000/month/person

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

b. Remuneration for members of the Supervisory Board:

- Head of the Supervisory Board: VND 10,000,000/month

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

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

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

* 2% (two percent) of the profit after tax if the planned target is achieved;

* 5% (five percent) of the profit after tax exceeding the planned target.

Article 5. Approval of the selection of the auditing company for the 2026 financial statements:

To ensure compliance with accounting standards and the principles of transparency and public disclosure of the Company's financial statements, approval is granted for the selection of the auditing firm for the 2026 financial statements as follows:

5.1. Criteria for selecting the auditing firm:

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

5.2. Approval of the criteria for selecting the auditing firm and authorization for the Board of Directors to select an independent auditing firm from the list of firms approved by the State Securities Commission to audit the 2026 financial statements and, if necessary, to conduct audits of the Company's operations, provided that the selected firm meets the above criteria and offers the most reasonable cost.

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

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

- 6.1.** To proactively adjust the 2026 business plan in line with market developments and legal regulations;
- 6.2.** To decide on the amendment and update of business lines in accordance with the law; and to carry out procedures for amending enterprise registration contents on the Enterprise Registration Certificate in line with the adjusted business lines; on that basis, to amend and supplement the Company's Charter accordingly;
- 6.3.** To carry out procedures for changing enterprise registration details on the Enterprise Registration Certificate in accordance with the head office address following administrative boundary adjustments;

6.4. To carry out necessary procedures to complete the notification of changes in the maximum foreign ownership ratio of the Company;

6.5. To decide on amendments and supplements to the Company's Charter to ensure compliance with current legal regulations;

6.6. To decide on the organizational and management structure in accordance with legal regulations and the Company's scale of operations from time to time;

6.7. To decide on private placement and/or convertible bond issuance; plans for changes in charter capital; and plans for share offerings;

6.8. To decide on the repurchase of more than 10% of the total issued shares of each class;

6.9. Transactions with related parties: In the course of business operations, the Company may conduct transactions with related parties, including the purchase and sale of goods, semi-finished products, and arising receivables/payables. These transactions occur regularly and constitute normal business activities of the Company.

The authorization by the General Meeting of Shareholders to the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders will provide the Board of Directors with the necessary flexibility and proactiveness to further enhance its role in the coming period, while also strengthening the responsibility of its members. In accordance with the Law on Enterprises, members of the Board of Directors are obligated to perform their duties honestly, prudently, and to the best of their ability in order to ensure the maximum lawful interests of the Company and its shareholders, and to remain loyal to the interests of the Company and its shareholders. In case of any violation, the violator shall be held accountable before the General Meeting of Shareholders and in accordance with the law.

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

Article 7. Approval of the dismissal and additional election of members of the Board of Directors for the 2022 - 2027 term, effective from May 17, 2026:


7.1. Dismissal of Mr. Vo Mong Hung from the Board of Directors for the 2022 - 2027 term based on his resignation letter.

7.2. Additional election of Mr. Pham Van Binh to the Board of Directors for the 2022–2027 term.

Article 8. Implementation:

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

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

This Resolution was approved by the 2026 Annual General Meeting of Shareholders on May 17, 2026, and takes effect from the date of signing and issuance. 

Receipts:

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

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



Bui Phap





THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Gia Lai May 17th, 2026

No.: 01/BB-ĐHĐCĐTN2026

MINUTES

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS DUC LONG GIA LAI GROUP JOINT STOCK COMPANY

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

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

Enterprise Registration Certificate No.: 5900415863, initially issued on June 13, 2007, amended for the 34th time on January 6, 2025.

At 08:00 AM on May 17, 2026, at the 12th Floor Hall, Duc Long Gia Lai Building, No. 90 Le Duan, Pleiku Ward, Gia Lai Province, Duc Long Gia Lai Group Joint Stock Company held its 2026 Annual General Meeting of Shareholders.

I. Attendees:

1. Shareholders and authorized representatives of shareholders of Duc Long Gia Lai Group Joint Stock Company.
2. Invited delegates: Officers and representatives from specialized departments and the leadership of Duc Long Gia Lai Group Joint Stock Company, leaders of member companies attending the Meeting, and representatives of UHY Auditing and Consulting Co., Ltd. - the independent auditor for the 2025 financial statements.

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

1. Shareholder Eligibility Verification Committee:

- Mrs. Bui Thi Kieu Trang - Deputy Head of Investor Relations Department – Head of the Committee;
- Mrs. Hoang Thi Kim Hieu - Company staff - Member;
- Mrs. Tran Thi Tinh Tu - Company staff - Member;

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

To ensure the Meeting proceeds in compliance with regulations, Mrs. Bui Thi Kieu Trang, on behalf of the Shareholder Eligibility Verification Committee, reported the results of verifying the eligibility of shareholders attending the Meeting: The total number of shareholders and shareholder representatives invited to the Meeting was 18,987, representing 299,309,720 shares of the Company. As of 08:40 AM on May 17, 2026, the number of shareholders attending the General Meeting of Shareholders was 186 shareholders (of which:

74 attending in person, 112 by proxy), representing the ownership of 151,376,005 shares, accounting for 50.58% of the total voting shares. This satisfies the legal conditions to convene the Meeting. Based on Clause 1, Article 145 of the current Law on Enterprises No. 59/2020/QH14, and Clause 1, Article 18 of the Charter of Duc Long Gia Lai Group Joint Stock Company, the 2026 Annual General Meeting of Shareholders is deemed legally valid and eligible to proceed.

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

1. Presidium of the Meeting:

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

2. Secretary of the Meeting:

- Mr. Nguyen Tuyen - the person in charge of Corporate Governance;
- Ms. Le Thi Lua - Member;

3. Election and Vote Counting Committee:

- Mr. Do Thanh Nhan - Head of the Committee;
- Ms. Ha Thi Ngoc Trang - Member;
- Ms. Nguyen Khoa Dieu Thu - Member;

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

IV. Approval of the Meeting Regulations and Agenda:

To proceed with the Meeting, Mr. Bui Minh Long, on behalf of the Organizing Committee, presented the Meeting Regulations and the Agenda of the 2026 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company. Both the Regulations and the Agenda were approved by 100% of the shareholders present at the Meeting.

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

1. Report of the Board of Directors on governance and activities of the Board in 2025, and the Group's business plan for 2026;
2. Report of the General Director on 2025 business results and the 2026 business plan;
3. Report on activities of the Supervisory Board, and self-assessment report on the performance of the Supervisory Board and its members;
4. Proposal for approval of the audited 2025 Financial Statements;
5. Proposal for approval of the revenue and profit plan for 2026;

6. Proposal on remuneration and expenses for the Board of Directors, Supervisory Board, and salaries of the Executive Board in 2025, and the remuneration and expense plan for the Board of Directors and Supervisory Board in 2026;

7. Proposal for the selection of the audit firm for the 2026 financial statements;

8. Proposal on authorizing the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders;

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

PART I - REPORTS AND PROPOSALS

1. Report of the Board of Directors:

The General Meeting listened to Mr. Bui Phap, Chairman of the Board of Directors, presenting the Report of the Board of Directors on corporate governance and the Board's performance in 2025, the Group's business plan for 2026-2028, and projections for the following years.

Business plan targets for 2026-2028 (Unit: VND billion).

INDICATOR	2026	2027	2028
- Revenue	650	1,200	1,500
- Profit	200	600	800

(Detailed in the Board of Directors' Report on governance and performance in 2025, and the Group's business plan for 2026).

2. Report on 2025 Business Performance and 2026 Business Plan:

The General Meeting listened to Mr. Nguyen Tuong Cot – General Director - presenting the report on business performance in 2025 and the business plan for 2026.

INDICATOR	Plan for 2025	Implementation in 2025	Actual vs. Plan (%)
Total Revenue (billion VND)	600.0	699.2	107.6%
Profit after Tax (billion VND)	200.0	417.2	208.6%

(Detailed in the Executive Board's Report on 2025 performance and 2026 business plan).

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

The General Meeting listened to Mr. Vu Van Tin - Head of the Supervisory Board - presenting the report.

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

4. Proposals:

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

4.1. Proposal for Approval of the Audited 2025 Financial Statements:

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

4.1.1. The Company's separate and consolidated audited financial statements for 2025, audited by UYH Audit and Consulting Co., Ltd. These statements have been disclosed in accordance with regulations and published on the Company's website: <http://www.duclonggroup.com/>.

Key Financial Figures for 2025:

No.	Indicator	Unit	Separate (Parent Co.)	Consolidated
1	Total Assets	VND	2,872,648,955,592	4,215,910,304,587
2	Owner's Equity	VND	955,561,166,901	995,422,432,719
3	Net Revenue	VND	45,929,954,091	699,211,698,323
4	Profit Before Tax	VND	514,809,574,548	427,467,162,041
5	Profit After Tax	VND	514,809,574,548	417,197,040,470
6	Basic Earnings per Share	VND/share	-	1,218

4.1.2. Based on the consolidated audited financial statements, the undistributed after-tax profit as of 2025 is negative VND -2,091,772,642,277. Therefore, the Company has insufficient resources to pay dividends for 2025. The Board of Directors respectfully proposes that the General Meeting approve not to pay dividends for 2025.

(See details in Proposal No. 01/TTr-DHDCD2026)

4.2. Proposal for Approval of the 2026 Revenue and Profit Plan:

Based on the results of business operations and investments in previous years, and considering anticipated fluctuations in the global economy and national macroeconomic policies, and the current financial condition of the Parent Company and its subsidiaries, the Board of Directors submits the following 2026 targets for approval:

- Net Revenue: 800,000,000,000 VND
- Profit After Tax 450,000,000,000 VND

(See details in Proposal No. 02/TTr-DHDCD2026)

4.3. Proposal on Remuneration, Supervisory Board Expenses, and General Director Salary in 2025, and the Remuneration Plan for 2026

The Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the remuneration and expenses for the Board of Directors, the Supervisory Board, and the salaries for the Executive Board for the year 2025, as well as the remuneration and expense plan for the Board of Directors and Supervisory Board for the year 2026, as follows:

4.3.1 Remuneration for the Board of Directors, Supervisory Board, and salaries for the Executive Board in 2025:

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

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

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

b. Remuneration for members of the Supervisory Board:

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

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

Although the Company's 2025 business performance exceeded the approved targets for revenue and profit after tax, the accumulated losses still amounted to VND 2,091,772,642,277. Therefore, the profit generated in 2025 was insufficient to offset the accumulated losses from previous years. In addition, considering that the Company continues to face various challenges in its restructuring process in order to fully settle outstanding debts with banks in the coming years, the members of the Board of Directors and the Supervisory Board have voluntarily agreed not to receive remuneration and bonuses based on the excess profit after tax over the approved plan, as stipulated in the Resolution of the 2025 General Meeting of Shareholders.

c. Salaries of the Executive Board:

- Total income of the Executive Board in 2025: VND 1,324,709,224

(This is presented in Note 34 (page 44) of the 2025 audited separate financial statements)

4.3.2. Remuneration and expense plan for 2026:

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

- Chairman of the Board of Directors: 15.000.000 VND/month

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

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

b. Remuneration for members of the Supervisory Board:

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

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

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

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

(For more details, please refer to Proposal No. 03/TTr-DHDCĐ2026)

4.4. Proposal on the Selection of the Financial Statement Auditing Company for 2026:

To ensure compliance with accounting standards and the principles of transparency and disclosure in the Company's financial statements, the Board of Directors and the Supervisory Board respectfully submit to the General Meeting of Shareholders for approval the selection of the financial statement auditing company for the year 2026 as follows:

4.4.1. Criteria for selecting the auditing company:

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

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

4.4.2. Proposal

Based on the Supervisory Board's recommendation, the Board of Directors respectfully submits to the General Meeting of Shareholders the approval of the above criteria for selecting the auditing company and authorizes the Board of Directors to select an independent auditing company from the list of independent auditing companies approved by the State Securities Commission to audit the 2026 financial statements and conduct operational checks of the Company (if any), meeting the above criteria and offering the most suitable cost.

(For further details, please refer to Proposal No. 04/TTr-DHDCD2026)

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

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

4.5.1. To proactively adjust the 2026 business plan in line with market developments and legal regulations;

4.5.2. To decide on the amendment and update of business lines in accordance with the law; and to carry out procedures for amending enterprise registration contents on the Enterprise Registration Certificate in line with the adjusted business lines; on that basis, to amend and supplement the Company's Charter accordingly;

4.5.3. To carry out procedures for changing enterprise registration details on the Enterprise Registration Certificate in accordance with the head office address following administrative boundary adjustments;

4.5.4. To carry out necessary procedures to complete the notification of changes in the maximum foreign ownership ratio of the Company;

4.5.5. To decide on amendments and supplements to the Company's Charter to ensure compliance with current legal regulations;

4.5.6. To decide on the organizational and management structure in accordance with legal regulations and the Company's scale of operations from time to time;

4.5.7. To decide on private placement and/or convertible bond issuance; plans for changes in charter capital; and plans for share offerings;

4.5.8. To decide on the repurchase of more than 10% of the total issued shares of each class;

4.5.9. Transactions with related parties: In the course of business operations, the Company may conduct transactions with related parties, including the purchase and sale of goods, semi-finished products, and arising receivables/payables. These

transactions occur regularly and constitute normal business activities of the Company.

The authorization by the General Meeting of Shareholders to the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders will provide the Board of Directors with the necessary flexibility and proactiveness to further enhance its role in the coming period, while also strengthening the responsibility of its members. In accordance with the Law on Enterprises, members of the Board of Directors are obligated to perform their duties honestly, prudently, and to the best of their ability in order to ensure the maximum lawful interests of the Company and its shareholders, and to remain loyal to the interests of the Company and its shareholders. In case of any violation, the violator shall be held accountable before the General Meeting of Shareholders and in accordance with the law.

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

(For further details, please refer to Proposal No. 05/TTr-DHDCĐ2026)

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

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

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

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

(For further details, please refer to Proposal No. 06/TTr-DHDCĐ2026)

PART II - DISCUSSION

The General Meeting proceeded with discussions on the reports and proposals of the 2026 Annual General Meeting of Shareholders.

Overall, all shareholders agreed with the reports and proposals approved at the Meeting. The Meeting recorded no comments or questions from the shareholders.

PART III - VOTING AND ELECTION RESULTS

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

I. The General Meeting listened to the Vote Counting Committee: Mr. Do Thanh Nhan - Head of the Vote Counting Committee read and approved the regulations on nomination and candidacy, and the regulations on the election

procedures for members of the Board of Directors and the Supervisory Board for the 2022–2027 term, including specific instructions on voting and balloting.

Based on the voting instructions for the Reports and Proposals, shareholders and their authorized representatives cast votes on each agenda item. After all shareholders completed voting on each item, the ballot boxes were sealed in front of the entire Meeting and transferred to the vote counting area.

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

At the end of the session, Mr. Do Thanh Nhan reported to the Meeting the vote counting results as follows:

1. Voting ballots at the Meeting:

NO.	Voting Ballots	No. of Ballots	Total Voting Shares	% ratio
1	Number of Ballots Issued	74	151,376,005	100%
2	Number of Ballots Collected	74	151,376,005	100%
3	Number of Invalid Ballots	0	0	0
4	Number of Valid Ballots	74	151,376,005	100%

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

2. Vote counting results on each agenda item:

Total ballots: 74 ballots, corresponding to 151,376,005 shares, accounting for 50.58% of voting shares.

STT	Agenda Item	Agree		Disagree		No Opinion	
		Shares Voted	Percentage (%)	Shares Voted	Percentage (%)	Shares Voted	Percentage (%)
1	Report of the Board of Directors on governance and operational results of the Board of Directors in 2025, and the Group's business plan for 2026	151,376,005	0%	0	0%	0	0%
2	Report on 2025 business production results and 2026 business production plan of the General Director Board	151,364,718	99.99%	0	0%	11,287	0.01%

STT	Agenda Item	Agree		Disagree		No Opinion	
		Shares Voted	Percentage (%)	Shares Voted	Percentage (%)	Shares Voted	Percentage (%)
3	Report on the activities of the Supervisory Board, self-assessment report on the operational results of the Supervisory Board and Controllers	151,336,470	99.97%	0	0%	39,535	0.03%
4	Proposal on approving the audited Financial Statements for 2025	151,334,636	99.97%	0	0%	41,369	0.03%
5	Proposal on approving the revenue and profit plan for 2026	151,368,403	99.99%	0	0%	7,602	0.01%
6	Proposal on remuneration and expenses of the Board of Directors, Supervisory Board, and salaries of the General Director Board in 2025, and the plan for remuneration and expenses for the Board of Directors and Supervisory Board of the Company in 2026	151,313,909	99.96%	0	0%	62,096	0.04%
7	Proposal on selecting the audit firm for the 2026 Financial Statements	151,301,452	99.95%	0	0%	74,553	0.05%
8	Proposal on authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders	151,330,392	99.97%	0	0%	45,613	0.03%
9	Proposal on dismissal and additional election of Board members for the 2022–2027 term	151,376,005	100%	0	0%	0	0%

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

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

Election of Board of Directors Member:

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

NO.	Candidate - Board of Directors	Votes Received	% ratio
1	Pham Van Binh	151,376,005	100%

Based on the applicable legal regulations, the Election Regulations, and the vote-counting results, the following candidate has been elected as a member of the Board of Directors of Duc Long Gia Lai Group Joint Stock Company for the 2022–2027 term: Mr. Pham Van Binh.

PART IV - CONTENTS APPROVED BY THE GENERAL MEETING

Based on the voting and vote counting results, the 2026 Annual General Meeting of Shareholders unanimously approved the following matters:

1. Report of the Board of Directors on corporate governance and Board activities in 2025, and the Group's business plan for 2026;
2. Report on business performance in 2025 and the 2026 business plan by the Board of General Directors;
3. Report on the activities of the Supervisory Board, and self-assessment report of the Supervisory Board and its members;
4. Proposal for approval of the audited 2025 Financial Statements;
5. Proposal on the Approval of the 2026 Revenue and Profit Plan;
6. Proposal on remuneration and expenses for the Board of Directors and Supervisory Board, and salary for the General Directors in 2025, along with the plan for 2026;
7. Proposal on the selection of the auditing firm for the 2026 financial statements;
8. Proposal on authorizing the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders;
9. Proposal on dismissal and supplementary election of a Board of Directors member for the 2022–2027 term;

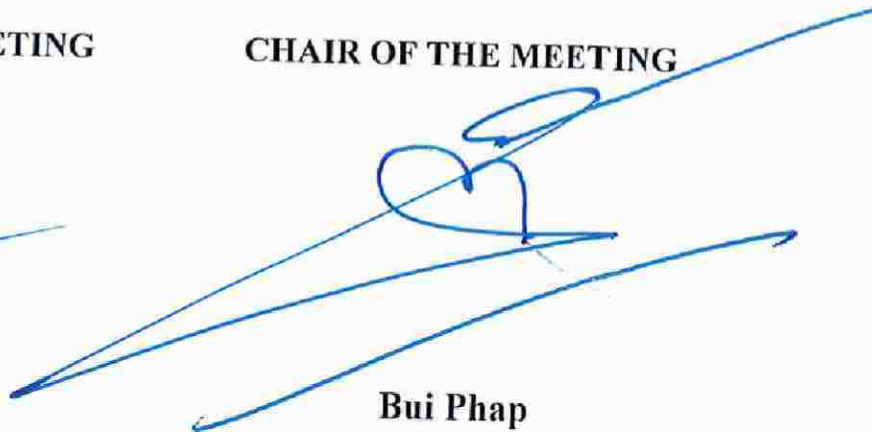
Approval of the 2026 Annual General Meeting Minutes: Ms. Le Thi Lua - Secretary of the Meeting - read the full Minutes of the 2026 Annual General Meeting of Shareholders and sought shareholders' consent. The entire content of the Minutes was unanimously approved with a 100% vote.

Mr. Bui Phap, Chairman of the Board of Directors and Chair of the Meeting, delivered the closing speech of the General Meeting.

PART V - CONFIRMATION AND EFFECTIVENESS

The General Meeting assigned the Board of Directors to issue a Resolution based on the outcomes of the Meeting, and authorized Mr. Nguyen Tuong Cot, General Director of Duc Long Gia Lai Group Joint Stock Company, to disclose information on the 2026 Annual General Meeting of Shareholders in accordance with regulations.

The Meeting concluded at 14 : 10 PM on the same day./.

SECRETARY OF THE MEETING**Nguyen Tuyen****CHAIR OF THE MEETING****Bui Phap**



DUCLONG GROUP

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Gia Lai, May 17, 2026

**REPORT ON SHAREHOLDER ELIGIBILITY VERIFICATION
FOR THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS OF
DUC LONG GIA LAI GROUP JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter and Internal Corporate Governance Regulations of Duc Long Gia Lai Group Joint Stock Company*

Today, May 17, 2026, at 08:40 AM, at the 12th Floor Hall of Duc Long Gia Lai Headquarters, 90 Le Duan, Pleiku Ward, Gia Lai Province.

The Shareholder Eligibility Verification Committee comprises:

- Mrs. Bui Thi Kieu Trang – Head of Committee;
- Mrs. Hoang Thi Kim Hieu – Member;
- Mrs. Tran Thi Tinh Tu – Member.

The Shareholder Eligibility Verification Committee proceeded to verify the eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders ("AGM") with the specific results as follows:

1. Company's Charter Capital: VND 2,993,097,200,000
2. Total number of outstanding voting shares: 299,309,720 shares
3. Total number of shareholders and authorized representatives invited to attend the General Meeting of Shareholders: **18,987 shareholders**, representing **299,309,720 shares** of the Company.
4. Number of shareholders attending the meeting: **186 shareholders**. Representing the ownership of: **151,376,005 shares**, equivalent to **50.58%** of the Company's total voting shares. Including:
 - Attending in person: **74 shareholders**
 - Attending by proxy: **112 shareholders**

All shareholders and authorized representatives are eligible to attend the 2026 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company.

Pursuant to Clause 1, Article 145 of the Law on Enterprises and Clause 1, Article 18 of the Company's Charter, the Shareholder Eligibility Verification Committee hereby declares that the 2026 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company, with the aforementioned attendees, is valid, eligible to proceed, and has full authority to decide on the matters of the General Meeting.

This Shareholder Eligibility Verification Report was prepared at 8:40 AM on May 17, 2026, and was publicly reported before the General Meeting./.

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



A handwritten signature in blue ink, consisting of stylized cursive letters.

Bui Thi Kieu Trang



SOCIALIST REPUBLIC OF VIETNAM

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Gia Lai, May 17, 2026

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company*

1. Company Information:

- ✓ Company Name: DUC LONG GIA LAI GROUP JOINT STOCK COMPANY
- ✓ Head Office Address: 90 Le Duan, Pleiku Ward, Gia Lai Province
- ✓ Business Registration Certificate: No. 3903000135 issued by the Department of Planning and Investment of Gia Lai Province on June 13, 2007, registration change number 5900415863, 34th amendment dated January 06, 2025
- ✓ Time of General Meeting: 8:00 AM on May 17, 2026
- ✓ Venue of General Meeting: 12th Floor Hall, Duc Long Headquarters, 90 Le Duan, Pleiku Ward, Gia Lai Province

2. Composition of the Ballot Counting Committee:

The Election and Ballot Counting Committee was approved by the General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 17, 2026, and comprises:

- | | | |
|----------------------------|---|-------------------|
| - Mr. Do Thanh Nhan | – | Head of Committee |
| - Ms. Ha Thi Ngoc Trang | – | Member |
| - Ms. Nguyen Khoa Dieu Thu | – | Member |

3. Shares and Voting Rights:

- Total number of shares with voting rights: **299,309,720 shares**
- Total number of shares attending the General Meeting: **151,376,005 shares**, equivalent to **50.58%** of the total shares with voting rights.
- Total voting rights for electing members of the Board of Directors: **151,376,005 votes**. (Number of shares * 01)

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

- Mr. Pham Van Binh

5. Ballot Counting Results for the Election of Members of the Board of Directors:

➤ **Ballots for Board of Directors Members:**

No.	Board of Directors Ballots	Number of Ballots	Total Shares Attending	Total Voting Rights
1	Number of Ballots Issued	74	151,376,005	151,376,005
2	Number of Ballots Collected	74	151,376,005	151,376,005
3	Number of Invalid Ballots	0	0	0
4	Number of Valid Ballots	74	151,376,005	151,376,005

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

➤ **Ballot Results for Each Board of Directors Candidate:**

No.	Board of Directors Candidate	Number of Votes Received	Percentage (%)
1	Pham Van Binh	151,376,005	100%

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

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6. Announcement of Ballot Counting Results:

Based on the provisions of law, the Election Regulations, and the ballot counting results, the following candidates are elected as members of the Board of Directors of Duc Long Gia Lai Group Joint Stock Company for the term 2022-2027: Mr. Pham Van Binh

The Election and Ballot Counting Committee commits to the accuracy and truthfulness of these Minutes. These Minutes were prepared at 18:30. PM on May 17, 2026, and are attached to the Minutes of the 2026 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 17, 2026.

HEAD OF COMMITTEE



Do Thanh Nhan

MEMBER



Ha Thi Ngoc Trang

MEMBER



Nguyen Khoa Dieu Thu





SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Gia Lai, May 17, 2026

MINUTES OF BALLOT COUNTING

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter and Internal Corporate Governance Regulations of Duc Long Gia Lai Group Joint Stock Company*

1. Company Information:

- ✓ Company Name: DUC LONG GIA LAI GROUP JOINT STOCK COMPANY
- ✓ Head Office Address: 90 Le Duan, Pleiku Ward, Gia Lai Province
- ✓ Business Registration Certificate: No. 3903000135 issued by the Department of Planning and Investment of Gia Lai Province on June 13, 2007, registration change number 5900415863, 34th amendment dated January 06, 2026
- ✓ Time of General Meeting: 8:00 AM on May 30, 2026
- ✓ Venue of General Meeting: 12th Floor Hall, Duc Long Headquarters, 90 Le Duan, Pleiku Ward, Gia Lai Province

2. Composition of the Ballot Counting Committee:

The Election and Ballot Counting Committee was approved by the General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 17, 2026, and comprises:

- | | | |
|----------------------------|---|-------------------|
| - Mr. Do Thanh Nhan | - | Head of Committee |
| - Ms. Ha Thi Ngoc Trang | - | Member |
| - Ms. Nguyen Khoa Dieu Thu | - | Member |

3. Shares and Voting Rights:

- Total number of shares with voting rights: 299,309,720 shares
- Total number of shares attending the General Meeting: **151,376,005 shares**, accounting for **50.58%** of the shares with voting rights.

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

The Ballot Counting Committee has conducted the verification and tabulation of votes for the agenda items approved at the General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company on May 17, 2026, and unanimously prepared these Minutes with the following results:

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

No.	Ballot Type	Number of Ballots	Total Shares Voted	Percentage (%)
1	Number of Ballots Issued	74	151,376,005	100%
2	Number of Ballots Collected	74	151,376,005	100%
3	Number of Invalid Ballots	0	0	0
4	Number of Valid Ballots	74	151,376,005	100%

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

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

Total number of ballots: **74 ballots**, corresponding to 151,376,005 shares, accounting for **50.58%** of the shares with voting rights.

STT	Agenda Item	Agree		Disagree		No Opinion	
		Shares Voted	Percentage (%)	Shares Voted	Percentage (%)	Shares Voted	Percentage (%)
1	Report of the Board of Directors on governance and operational results of the Board of Directors in 2025, and the Group's business plan for 2026	151,376,005	0%	0	0%	0	0%
2	Report on 2025 business production results and 2026 business production plan of the General Director Board	151,364,718	99.99%	0	0%	11,287	0.01%
3	Report on the activities of the Supervisory Board, self-assessment report on the operational results of the Supervisory Board and Controllers	151,336,470	99.97%	0	0%	39,535	0.03%

STT	Agenda Item	Agree		Disagree		No Opinion	
		Shares Voted	Percentage (%)	Shares Voted	Percentage (%)	Shares Voted	Percentage (%)
4	Proposal on approving the audited Financial Statements for 2025	151,334,636	99.97%	0	0%	41,369	0.03%
5	Proposal on approving the revenue and profit plan for 2026	151,368,403	99.99%	0	0%	7,602	0.01%
6	Proposal on remuneration and expenses of the Board of Directors, Supervisory Board, and salaries of the General Director Board in 2025, and the plan for remuneration and expenses for the Board of Directors and Supervisory Board of the Company in 2026	151,313,909	99.96%	0	0%	62,096	0.04%
7	Proposal on selecting the audit firm for the 2026 Financial Statements	151,301,452	99.95%	0	0%	74,553	0.05%
8	Proposal on authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders	151,330,392	99.97%	0	0%	45,613	0.03%
9	Proposal on dismissal and additional election of Board members for the 2022–2027 term	151,376,005	100%	0	0%	0	0%

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

The Election and Ballot Counting Committee commits to the accuracy and truthfulness of these Minutes. These Minutes were prepared at .13... : .40... PM on May 30, 2026, and are attached to the Minutes of the 2026 Annual General Meeting of Shareholders of Duc Long Gia Lai Group Joint Stock Company held on May 17, 2026.

HEAD OF COMMITTEE



Do Thanh Nhan

MEMBER



Ha Thi Ngoc Trang

MEMBER



Nguyen Khoa Dieu Thu





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AGENDA
2026 GENERAL MEETING OF SHAREHOLDERS
DUCLONG GIA LAI GROUP JOINT STOCK COMPANY (DLG)

Time: From 8:00 AM, May 17, 2026

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

Time	Agenda	Implementation
8:00 – 8:25	Reception and registration of the list of shareholders. Shareholders receive documents and voting cards.	Organizing Committee
8:25 – 8:40	<ul style="list-style-type: none"> - Organizing and preparing for the General Meeting. - Declaration of the purpose and opening of the meeting. - Introduction of participants. - Report on shareholder eligibility verification; declaration that the conditions to convene the meeting are met in accordance with regulations.. 	Organizing Committee Shareholder Eligibility Verification Committee
8:40 – 8:50	<ul style="list-style-type: none"> - Introduction of the Presidium, appointment of the Secretary of the Meeting, and election of the Vote Counting Committee. - Presentation and approval of: <ul style="list-style-type: none"> + The Meeting Agenda + The Meeting Regulations 	Presiding Panel
8:50 - 9:40	<ul style="list-style-type: none"> - Report of the Board of Directors on activities in 2025, and the Group's plans for 2026 and the following years. - Report on business performance in 2025 and the business plan for 2026. - Report of the Supervisory Board, including assessment of its activities and those of the Supervisors; 	Presiding Panel Chief Executive Officer (CEO) Supervisory Board



Time	Agenda	Implementation
9:40-10:00	Approval of Proposals Submitted to the Meeting: <ol style="list-style-type: none"> 1. Proposal for approval of the audited Financial Statements for 2025. 2. Proposal for approval of the 2026 revenue and profit plan. 3. Proposal on remuneration and expenses for the Board of Directors, Supervisory Board, and salaries for the Executive Board in 2025; and the remuneration plan for the Board of Directors and Supervisory Board in 2026. 4. Proposal on the selection of the auditing firm for the 2026 financial statements. 5. Proposal authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders. 6. Other proposals within the authority of the General Meeting. 	Presiding Panel
10:00 – 10:20	Discussion of items for voting; Voting and vote counting procedures.	Chairperson of the Presidium Shareholders
10:20 –10:40	Announcement of vote counting results	Vote Counting Committee
10:40 – 11:00	Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders	Secretary of the Meeting
11:00 – 11:15	Closing remarks and adjournment of the meeting	Chairperson

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

Dear Shareholders and Delegates, please scan the QR code to download the AGM materials here. Thank you!



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

(Handwritten Signature)
Nguyen Tuan Vu

**REGULATIONS ON ORGANIZATION
OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *The Charter and Internal Corporate Governance Regulations of Duc Long Gia Lai Group Joint Stock Company;*
- *Other relevant legal documents,*

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope of Regulation and Subjects of Application

1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of Duc Long Gia Lai Group Joint Stock Company.
2. These Regulations specifically govern the rights and obligations of shareholders and meeting attendees, as well as the conditions and procedures for conducting the Meeting.

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

Article 2. Notice of the General Meeting of Shareholders

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

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

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

Article 3. Authorization to Attend the Annual General Meeting

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

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

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

Article 4. Rights and Obligations of Shareholders

1. Eligibility to Attend the Meeting

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

2. Shareholder Rights at the Meeting:

a) Attend the Meeting in person or via proxy;

b) Vote on all matters within the authority of the Meeting;

c) Be informed of the Meeting agenda. Eligible shareholders or shareholder groups may propose items to be included in the agenda by written request sent at least 5 working days before the meeting;

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

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

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

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

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

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

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

3. Shareholder Obligations at the Meeting:

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

b) Comply with these Regulations;

c) Respect the Meeting's rules and decisions;

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

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

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

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

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

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

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

registration, meeting notice, proxy documents);

2. Issuing Voting Cards, Ballots, and other Meeting documents;
3. Reporting to the Meeting on the verification results..

Article 6. Rights and Obligations of the Vote Counting Committee

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

2. Responsibilities:

- a) Guide shareholders on voting procedures;
- b) Collect Ballots after voting and conduct counting;
- c) Prepare and present the Vote Counting Report to the Meeting;
- d) May establish sub-committees to fulfill duties..

Article 7. Rights and Obligations of the Presidium and Secretariat

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

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

3. Presidium's Duties and Powers:

- a) Direct the Meeting according to the approved agenda and regulations;
- b) Take necessary actions to ensure the orderly conduct of the Meeting, reflecting the majority will of shareholders;
- c) Presidium decisions on procedures or off-agenda issues are final;
- d) Address issues arising during the Meeting;
- e) Respond to shareholder questions directly or afterward in writing if needed;
- f) May require security checks for attendees. Disruptive individuals may be removed and deemed absent with no voting rights;
- g) May postpone or change the venue in accordance with the Enterprise Law and Company Charter.

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

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

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 8. Conditions for Holding the General Meeting

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

Article 9. Manner of Conducting the General Meeting

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

Article 10. Voting on Matters at the General Meeting

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

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

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

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CHAPTER IV OTHER PROVISIONS

Article 11. In Case the General Meeting Cannot Be Conducted

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

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

CHAPTER V EFFECTIVENESS

Article 12. Effectiveness

1. This Regulation consists of 5 Chapters and 12 Articles, which have been publicly read before the General Meeting, shall take effect immediately upon being approved by the Meeting, and shall only be valid for the 2026 Annual General Meeting of Shareholders.

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

**ON BEHALF OF THE BOD
CHAIRMAN**



Bui Phap



Gia Lai May 07, 2026

REGULATIONS
On Nomination and Candidacy for Election to the Board of Directors and
the Supervisory Board
of Duc Long Gia Lai Group Joint Stock Company

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025;*
- *The Charter of Organization and Operation, and the Internal Governance Regulations of Duc Long Gia Lai Group Joint Stock Company;*
- *Other relevant legal documents.,*

I- Objectives:

- To ensure the principles of transparency, fairness, and democracy;
- To facilitate the organization of the 2026 Annual General Meeting of Shareholders;

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

1- Criteria for BoD Members:

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

2- Criteria for Independent Members of the BOD:

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



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

3- Criteria for SB Members:

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

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

1- For BoD Members:

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

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

2- For SB Members

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

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

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

1- Application Dossier Includes:

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

2- Candidate Selection

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

V- Deadline for Nomination and Candidacy

Candidacy or nomination must be made in writing and sent to the Company by 4:30 PM on May 08, 2026. The nomination letter must clearly state the shareholder's name, the number of shares held (by type), and include the following information about the candidate: Full name, Date of birth, Professional qualifications, Employment history, Positions currently held on the BoD/SB or in executive roles at other companies, Evaluation report on the candidate's contributions to the Company (if the candidate is a current BoD member), Any relevant interests with the Company (if applicable), Signatures of both the nominating shareholder and the nominee, Other relevant information (if any).

Nomination dossiers must be sent to the AGM Organizing Committee by **4:30 PM on May 08, 2026**, at the following address:

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

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

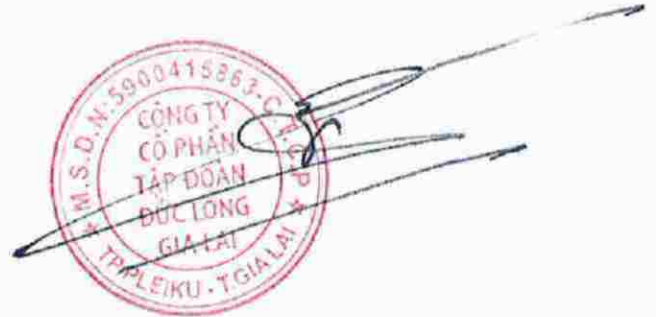
Only candidates who meet the criteria outlined above, are properly nominated by eligible shareholders or groups of shareholders, and have submitted a complete and valid dossier by the deadline will be included in the official list of candidates for election at the General Meeting.

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

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

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

**ON BEHALF OF THE BOD
CHAIRMAN**



Bui Phap





Gia Lai May 07, 2026

REGULATIONS

**Election regulations For Members of the
Board of Directors and Members of the Supervisory Board
At the 2026 Annual General Meeting of Shareholders
Duc Long Gia Lai Group Joint Stock Company**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025*
- *The Charter of Organization and Operation, and the Internal Governance Regulations of Duc Long Gia Lai Group Joint Stock Company;*
- *Other relevant legal documents.,*

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

Article 2. Eligibility criteria for nominees and candidates for the Board of Directors (BOD) and the Supervisory Board (SB): Candidates must meet the conditions set forth in Articles 155 and 169 of the Law on Enterprises and and Articles 275 and 286 of Decree No. 155/2020/ND-CP, and Clause 78, Article 1 of Decree No. 245/2025/ND-CP.. Additional criteria and conditions are specified in the Company's Charter.

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

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

Article 4. Ballot papers:

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

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

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



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

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

Article 5. Voting method:

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

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

Article 6. Valid and invalid ballots:

6.1. Valid ballots must:

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

6.2. Invalid ballots include:

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

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

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

7.2. Responsibilities of the vote counting committee include:

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

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

7.3. Voting and counting principles:

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

Article 8. Election principles:

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

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

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

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

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

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

Article 10. Complaints:

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

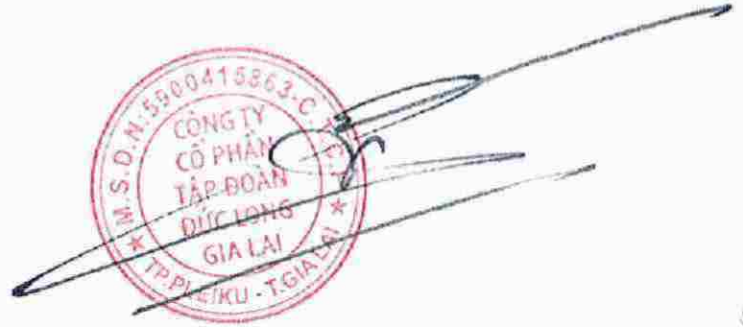
All other matters related to the BOD and SB shall comply with the Company's Charter.

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Article 11. Effectiveness of these regulations:

This Regulation includes 11 articles, is read publicly at the General Meeting, and takes effect upon approval by the 2026 Annual General Meeting of Shareholders. It applies solely to the election of the BOD and SB for the 2022–2027 term at this Meeting./.

**ON BEHALF OF THE BOD
CHAIRMAN**

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

Bui Phap

A red circular stamp, partially visible on the right edge of the page, containing the text "T.C.P." and a star symbol.

**REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES IN 2025
DIRECTION AND PLAN FOR THE BOARD OF DIRECTORS' ACTIVITIES IN 2026
(Presented at the 2026 Annual General Meeting of Shareholders)**

Dear the General Meeting!

Dear Shareholders and Distinguished Delegates!

In recent months, the Party and the State have organized a number of significant and historic national events, including: the 96th anniversary of the founding of the Communist Party of Vietnam (February 3, 1930 – February 3, 2026); the 51st anniversary of the Liberation of the South and National Reunification (April 30, 1975 – April 30, 2026); the upcoming 136th anniversary of the birth of President Ho Chi Minh (May 19, 1890 – May 19, 2026); the 101st anniversary of Vietnam Revolutionary Press Day (June 21, 1925 – June 21, 2026); along with other major national events to be held in the near future.

In the early months of 2026, several particularly important national events also took place, including the 14th National Congress of the Communist Party of Vietnam, held from January 19 to January 23, 2026, and the elections of deputies to the 16th National Assembly and People's Councils at all levels for the 2026–2031 term, successfully held on March 15, 2026. These events mark significant historical milestones for Vietnam, laying a solid foundation for the country's journey into a "new era of national advancement."

On Sunday, May 17, 2026, at the 12th Floor of Duc Long Gia Lai Group Headquarters, No. 90 Le Duan Street, Pleiku Ward, Gia Lai Province, Duc Long Gia Lai Group solemnly convenes the 2026 Annual General Meeting of Shareholders. First of all, on behalf of the Board of Directors, I would like to express my sincere gratitude to the shareholders attending in person, those who have authorized me to attend on their behalf, and all distinguished delegates for taking the time to participate in the Meeting. I wish you all good health and extend my highest regards.

On behalf of the Board of Directors and the Board of Management, I would like to present to the General Meeting the 2025 performance results and the 2026 business plan of Duc Long Gia Lai Group, as follows:

PART I
GENERAL ASSESSMENT OF THE SOCIO-ECONOMIC SITUATION IN 2025

In 2025, the global situation continued to evolve in a complex and unpredictable manner, with numerous risks and uncertainties. The year witnessed ongoing volatility in both the global and regional economies, where challenges were intertwined with new opportunities arising from digital transformation, artificial intelligence (AI), and core technologies. Escalating military conflicts and intensifying strategic competition among major powers, along with the United States' tariff protection policies potentially leading to trade wars among major economies and partial disruptions in global supply chains, have adversely affected global peace, stability, and growth. In addition, natural disasters and extreme weather conditions have severely impacted livelihoods and socio-economic development in many countries.

In this context, under the proactive, flexible, resolute, and effective leadership and direction of the Party, the Government, and the Prime Minister, Viet Nam's socio-economic situation in 2025 continued to recover. The country's GDP growth reached 8.02%, emerging as a bright spot in economic growth both regionally and globally, reflecting extraordinary efforts to achieve breakthrough growth and sustainable development. Notably, in recent times, the Party and the State have been accelerating reforms and restructuring the political system toward a streamlined, effective, and efficient apparatus, alongside implementing solutions to promote economic development and create favorable conditions for private sector participation, together with other proactive measures. These efforts are directed toward a "New Era" and "the Era of the Nation's Rise," opening up new development prospects for Viet Nam and generating positive impacts across all segments of society and the business community.

However, over the past year, Viet Nam's economy has continued to face numerous challenges, including geopolitical fluctuations, shifts in global trade, prolonged inflationary pressures, volatile stock market movements, and rising domestic gold prices. Additionally, frequent changes in State mechanisms and policies have posed further challenges. While the reform and restructuring of the political system have created new opportunities for the country, they have, in the short term, slowed down the implementation of economic policies and administrative procedures. These factors have significantly impacted enterprises nationwide, many of which are facing considerable difficulties, and Duc Long Gia Lai Group is no exception.

Amid such circumstances, the Board of Directors of Duc Long Gia Lai Group has closely monitored both global and domestic geopolitical developments,

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proactively conducted forecasts and assessments, and effectively seized opportunities with strong determination and decisive management. With experience, resilience, confidence, and decisiveness, the Board has led and directed Duc Long Gia Lai Group and its subsidiaries to gradually overcome difficulties and challenges, maintain stable operations, ensure employment for employees, fulfill obligations to the State budget, and achieve relatively positive results in 2025.

PART II

2025 BOARD OF DIRECTORS PERFORMANCE EVALUATION

2.1. Personnel, Assignment of Responsibilities of the Board of Directors; Overall Assessment of the Performance of Board Members

2.1.1. Composition of the Board of Directors:

The Board of Directors of the Group (term 2022–2027) comprises five (05) members: Mr. Bui Phap, Mr. Nguyen Tuong Cot, Mr. Nguyen Tien Dung, Mr. Vo Mong Hung, and Mr. Paul Anthony Murphy. As of May 30, 2025, the Company's Annual General Meeting of Shareholders approved the dismissal of Mr. Paul Anthony Murphy and elected Mr. Vo Sy Viet as his replacement. Of these, there are two (02) independent members of the Board of Directors (Mr. Nguyen Tien Dung and Mr. Vo Mong Hung), and three (03) non-executive members (Mr. Nguyen Tien Dung, Mr. Vo Mong Hung, and Mr. Vo Sy Viet), ensuring compliance with the structure prescribed under Article 276 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government.

2.1.2. Assignment of Responsibilities and Performance of Each Board Member:

Pursuant to Decision No. 06/QĐ-HĐQT-ĐLGL dated May 30, 2025 of the Board of Directors, responsibilities were assigned to Board members as follows:

- Mr. Bui Phap was elected as Chairman of the Board of Directors. In performing his duties, the Chairman successfully fulfilled his responsibilities in accordance with the Law on Enterprises, the Group's Charter, and the Regulations on the operation of the Board of Directors in establishing and implementing annual work programs. The Chairman regularly supervised and urged Board members to perform their assigned duties; organized Board meetings; issued Resolutions, Decisions, and Notices of the Board; directed, managed, and supervised the Chief Executive Officer and functional departments in implementing resolutions of the General Meeting of Shareholders and the Board of Directors; and assigned tasks and provided direction to the Internal Audit Department and the Person in charge of

corporate governance cum Company Secretary to promote their roles in internal audit and advisory functions to the Board on matters within its authority.

- Mr. Nguyen Tuong Cot, Member of the Board of Directors and Chief Executive Officer of the Company. In performing his duties, Mr. Nguyen Tuong Cot effectively implemented the resolutions of the General Meeting of Shareholders and the Board of Directors; assigned members of the Executive Board to oversee specific areas; and was responsible to the Board of Directors for all aspects of operations, management, and administration of the Executive Board, as well as the implementation results of production and business plans and investment activities of the Group, in accordance with the Law on Enterprises, the Charter, and the Group's internal regulations.

- Mr. Nguyen Tien Dung, Independent, Non-executive Member of the Board of Directors. In performing his duties, Mr. Nguyen Tien Dung achieved relatively good results in project development; monitored and supported the implementation of renewable energy projects and other projects of the Group; and assisted the Company's leadership in external relations with local and central authorities.

- Mr. Vo Mong Hung, Independent, Non-executive Member of the Board of Directors. In performing his duties, Mr. Vo Mong Hung achieved relatively good results in human resources management and remuneration policies; monitored the operations of subsidiaries and affiliated companies; and fulfilled his responsibilities as Head of Internal Audit in accordance with assigned functions and duties.

- Mr. Vo Sy Viet, Non-executive Member of the Board of Directors. In performing his duties, Mr. Vo Sy Viet achieved relatively good results in monitoring and overseeing subsidiaries/units operating in traditional business sectors, including wood processing, granite production, bus stations and parking services, security services, and hospitality and services. He also supported the Company's leadership in internal affairs (excluding remuneration matters overseen by Mr. Vo Mong Hung), including administration, fire prevention and fighting, environmental sanitation, and emulation and commendation activities.

The Board of Directors appointed Mr. Nguyen Tuyen as the person in charge of corporate governance cum Company Secretary to support and advise the Board in supervising the Company's information disclosure activities; preparing and organizing meetings of the General Meeting of Shareholders, the Board of Directors, and the Supervisory Board; assisting the Company in building shareholder relations and protecting the lawful rights and interests of shareholders; recording meeting minutes; and performing the rights and obligations of the person

in charge of corporate governance and Company Secretary in accordance with applicable laws and the Company's Charter.

Assessment of Independent Board Members: Mr. Nguyen Tien Dung and Mr. Vo Mong Hung have performed their duties in compliance with applicable laws, the Company's Charter, and the assignments of the Board of Directors with prudence, dedication, and a high sense of responsibility. Their opinions on matters submitted for voting at the Board have consistently been objective, constructive, and independent, contributing to the Company's stability and development.

2.1.3. Overall Assessment of the Performance of Board Members:

The Board of Directors operates under the principles of collective leadership, individual accountability, and majority-based decision-making, exercising its rights and obligations in accordance with the Company's Charter, the Regulations on the operation of the Board of Directors, and applicable laws. Responsibilities are assigned to each Board member based on their respective strengths, thereby leveraging collective intelligence to effectively fulfill the Board's duties.

2.2. Meetings and Resolutions of the Board of Directors:

In 2025, the Board of Directors continued to maintain flexible governance measures, adapting promptly to the challenging macroeconomic environment, while implementing governance practices to respond to global and domestic economic fluctuations.

- The Board maintained regular quarterly meetings and extraordinary meetings in both in-person and virtual formats. In addition, numerous discussions were conducted via telephone, email, and direct exchanges between the Chairman and Board members. The Board issued dozens of resolutions and decisions in a timely manner, contributing significantly to the comprehensive direction and management of the Company's operations in line with the approved plans.

- In 2025, the Board of Directors held a total of eleven (11) meetings. Following these meetings, the Board issued eleven (11) resolutions and decisions to formalize the approved policies and directions.

2.2.1. Attendance of Board Members at Meetings:

No.	Member of the Board	Number of Board meetings attended	Proportion of meeting attend	Reason for not attending the meeting
1	Bui Phap	11/11	100%	-
2	Nguyen Tuong Cot	11/11	100%	-
3	Nguyen Tien Dung	11/11	100%	-

No.	Member of the Board	Number of Board meetings attended	Proportion of meeting attend	Reason for not attending the meeting
4	Vo Mong Hung	11/11	100%	-
5	Paul Anthony Murphy	04/11	36%	- Abroad; - Dismissal at the Annual General Meeting of Shareholders 2025 held on May 30, 2025
6	Vo Sy Viet	06/11	55%	Appointment at the Annual General Meeting of Shareholders 2025 held on May 30, 2025

2.2.2. Contents of Meetings and Resolutions of the Board of Directors:

(A summary of the resolutions and decisions issued by the Board of Directors in 2025 has been presented in the Report on Corporate Governance of Duc Long Gia Lai Group Joint Stock Company, disclosed on January 29, 2026 on the Company's website: <https://duclonggroup.com/bao-cao-tinh-hinh-quan-tri.html>)

In general, meetings of the Board of Directors were conducted in a well-prepared and lawful manner, achieving a high level of consensus in determining policies, operational orientations, and the Group's development strategies.

2.3. Information Disclosure:

Information disclosure in accordance with regulations has been regularly urged, monitored, and supervised by the Board of Directors, ensuring that disclosed information is timely, accurate, complete, public, and transparent.

2.4. Remuneration and Expenses of the Board of Directors:

The remuneration and expenses of the Board of Directors were approved by the 2025 Annual General Meeting of Shareholders. Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the remuneration and expenses for members of the Board of Directors are as follows:

- Chairman of the Board of Directors: VND 15,000,000/month;
- Vice Chairman of the Board of Directors: VND 10,000,000/month;
- Members of the Board of Directors: VND 6,000,000/month.

In cases where members of the Board of Directors concurrently hold positions and work at Duc Long Gia Lai Group Joint Stock Company and its subsidiaries, they shall not receive remuneration.

In 2025, profit after tax exceeded the planned target. However, upon review, it was noted that the accumulated losses from previous years remain significant (exceeding VND 2,000 billion), and the profit generated in 2025 is not sufficient to offset these accumulated losses. In addition, considering that the Company continues to face numerous challenges in its restructuring process to fully settle outstanding debts with banks in the coming years, members of the Board of Directors and the Supervisory Board voluntarily waived their remuneration and bonuses based on the excess profit after tax over the planned target as stipulated in the Resolution of the 2025 Annual General Meeting of Shareholders.

2.5. Activities of Subcommittees under the Board of Directors:

2.5.1. Activities of the Internal Audit Committee: The Internal Audit Committee performs the following functions: monitoring and evaluating governance processes; assessing risks related to the achievement of the Company's strategic objectives; supervising and reviewing the reliability of economic and financial information in quarterly, semi-annual, and annual financial statements prior to approval; reviewing transactions with related parties in cases where such transactions may give rise to conflicts of interest; overseeing the effectiveness of internal control systems to prevent fraud; managing risks to ensure compliance with internal regulations, the Company's Charter, and applicable laws; and conducting inspections and evaluations of specific activities as requested by the Board of Directors, among others.

In 2025, the Internal Audit Committee did not record any material risk events or significant compliance violations in the audited activities. The Committee provided objective assessments of effectiveness, compliance, and control performance; evaluated the Company's financial position, business performance, and operational systems; and reported directly to the Board of Directors and the Board of Management. Any deficiencies identified during operations were rectified by the relevant departments following the Committee's recommendations, thereby improving and enhancing the quality of work after each review cycle.

2.5.2. The Company has not yet fully established subcommittees under the Board of Directors, but has instead assigned responsibilities to support advisory functions. Specifically:

- Mr. Nguyen Tuyen – Chief of Office cum Person in charge of Corporate Governance and Company Secretary;

- Mr. Vo Mong Hung – Independent Member of the Board of Directors, responsible for human resources, emulation and commendation in compliance with applicable laws and the Company's Charter; and responsible for monitoring the operations of subsidiaries/affiliated units and investee/associated companies;

- The Internal Control Department is responsible for controlling cash flows and business operations; inspecting and supervising the issuance of Resolutions and Decisions of the Board of Directors and the Executive Board; monitoring and reviewing the management and implementation of annual profit plans by the Board of Directors and the Executive Board; and examining the legality and reasonableness of business activities in accordance with the Resolutions of the General Meeting of Shareholders.

2.5.3. The Company has a plan to establish subcommittees under the Board of Directors. The composition of such subcommittees will include members of the Board of Directors as well as external members. The Company is in the process of seeking qualified individuals with appropriate knowledge, skills, general legal understanding, and familiarity with the Company's operations, who meet all criteria as prescribed by applicable laws and the Company's Charter, for the establishment of these subcommittees.

2.6. Report on Related Party Transactions:

In the course of business operations, the Company has conducted transactions with related parties. These transactions have been carried out in good faith and with due care, in full compliance with applicable laws and the Company's Charter, specifically as follows:

a) Transactions between the Company, its subsidiaries, and companies in which the public company holds more than 50% of charter capital, with members of the Board of Directors and their related persons: There arose dividend entitlements and dividend payments between Duc Long Dak Nong BOT & BT Joint Stock Company and Mr. Bui Phap.

b) Transactions between the Company and other companies in which members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, and other managers have been founders, members of the Board of Directors, or Chief Executive Officers within the past three (03) years: These include activities such as the sale of goods and provision of services; procurement of goods and services; transfer and acquisition of shares; lending and borrowing; interest income from loans; collection of principal and interest; dividend entitlements and receipt of dividends; interest expenses payable on borrowings; and other related transactions.

(Details of related party transactions have been presented in the Report on Corporate Governance of Duc Long Gia Lai Group Joint Stock Company, disclosed on January 29, 2026 on the Company's website: <https://duclonggroup.com/bao-cao-tinh-hinh-quan-tri.html>)

2.7. Report on the Implementation of Matters Assigned and Authorized by the 2025 General Meeting of Shareholders:

In implementation of the Resolution of the 2025 Annual General Meeting of Shareholders, the Board of Directors submitted to the General Meeting for approval the authorization for the Board to decide on matters relating to: proactively adjusting the 2025 business plan in line with market developments and legal regulations; supplementing business lines in accordance with the law and carrying out procedures to amend the Business Registration Certificate in conformity with the supplemented business lines; determining the organizational and management structure in compliance with legal regulations and the Company's operational scale from time to time; deciding on the issuance of private and/or convertible bonds; determining plans for changes in charter capital and share offerings; deciding on the repurchase of more than 10% of the total number of issued shares of each class; and conducting transactions with related parties.

During the year, the Board of Directors did not implement any changes regarding the adjustment of the business plan, supplementation of business lines, issuance of private/convertible bonds, changes in charter capital, share offerings, or repurchase of more than 10% of the total number of issued shares of each class. The list of related persons and their related interests of insiders has been updated in the 2025 Corporate Governance Report and disclosed in accordance with regulations. In the course of business operations, the Company has conducted transactions with related parties. These transactions include the purchase and sale of goods, semi-finished products, and the arising of receivables and payables. Such transactions occur regularly and constitute normal business activities of the Company.

2.8. Inspection, Supervision, and Handling by the Board of Directors in respect of the Board of Management

- Based on the Company's Charter and internal regulations, the Board of Directors has supervised the activities of the Chief Executive Officer and the Executive Board in conducting production and business operations and implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors.

- In general, the Board of Management has effectively fulfilled its roles and responsibilities. At the Board's quarterly meetings, the Chief Executive Officer has provided transparent reports on business performance, arising issues, and proposals for matters within the authority of the Board of Directors. In management and administration, the Board of Management has complied with the direction of the Board of Directors, regularly organizing daily briefings, weekly meetings, and monthly reviews to assess performance and propose specific solutions. The Board of Management has directed departments to properly perform their advisory and reporting functions in accordance with regulations, while conducting regular on-site inspections to promptly capture information, thereby effectively addressing issues arising during the implementation of production, business, and investment activities.

- Meetings of the Board of Directors have focused on evaluating and drawing lessons from the strict implementation of the Board's Decisions/Resolutions, conducting audits of financial statements, and formulating production and business plans for the entire Group. The Board has provided close direction and proactively guided the implementation of business and investment plans, promptly addressed arising issues, and regularly monitored and supervised the performance of the Board of Management.

- Based on assigned functions and responsibilities, the Board of Directors has used performance results as a benchmark for evaluation, appointment, and reassignment to appropriate positions, as well as for the implementation of appropriate remuneration policies. Annual audit activities have been conducted fully and in compliance with regulations.

- In 2025, the Board of Directors focused on directing and supervising the Board of Management in the following key activities:

+ Periodically organizing meetings to assess the implementation of production and business plans at subsidiaries and affiliated units; evaluating the performance of the Board of Management and relevant departments, thereby setting specific objectives and measures for 2025;

+ Organizing the 2025 Annual General Meeting of Shareholders on May 30, 2025;

+ In business operations, closely adhering to the objectives approved by the General Meeting of Shareholders; restructuring the Group's business portfolio; investing in and contributing capital to companies with effective business lines, and divesting from inefficient sectors.

2.9. Inspection, Supervision, and Handling by the Board of Directors in respect of Functional Departments and Subsidiaries:

The Board of Directors has regularly directed the consolidation and improvement of the organizational structure, and conducted inspection and supervision over the performance of management personnel in functional departments and subsidiaries. Through periodic inspections and reviews, issues have been promptly addressed and handled. Based on assigned functions and responsibilities, and in comparison with actual performance results, the Board has used these as benchmarks for evaluation, appointment, reassignment of employees to suitable positions, and the implementation of appropriate remuneration policies. In general, managerial staff have demonstrated a strong sense of responsibility, dedication, and diligence in their work, and have provided timely and effective advisory support to the Chief Executive Officer.

PART III

BUSINESS AND INVESTMENT PERFORMANCE REPORT IN 2025

3.1. Business Performance:

- As of the end of the fiscal year 2025, the Company's revenue reached VND 699.2 billion, achieving 107.5% of the annual plan, and decreasing by 34.0% compared to the same period in 2024. Profit after tax amounted to VND 417.2 billion, achieving 208.6% of the annual plan, an increase of VND 173.2 billion, equivalent to a 71.0% increase compared to the same period in 2024.

- Total revenue from sales of goods and provision of services decreased by 34.0% compared to the same period in 2024, primarily due to the Group's divestment from its subsidiary, Mass Noble. As a result, in 2025, revenue from electronic components manufacturing and trading was no longer recognized. Correspondingly, the cost of goods sold also decreased, and gross profit from sales of goods and provision of services reached VND 319.6 billion.

- Selling expenses decreased in line with the decline in revenue during the year. Administrative expenses decreased by VND 451 billion compared to the same period in 2024, mainly due to strengthened efforts to recover overdue receivables, thereby reducing the ratio of overdue debts and allowing for the reversal of provisions for doubtful debts. In addition, general administrative expenses and goodwill amortization decreased in line with the decline in revenue. Other income decreased by VND 320.1 billion compared to the same period, as there was no income from bank interest waivers as recorded in 2024. Current corporate income tax expenses decreased due to lower taxable income at certain subsidiaries compared to the previous year. Deferred corporate income tax expenses decreased by VND 3.5 billion, primarily due to the reversal of provisions for financial

investment losses at subsidiaries during the year, which reduced the deferred tax liabilities recognized in the period.

3.2. Key Business and Investment Activities in 2025:

a) Restructuring Activities

In 2025, the Group completed the transfer of its entire 17.65 million shares (representing 70.6% of charter capital) in Duc Long Dak Nong BOT & BT Joint Stock Company to Alpha Seven Group Joint Stock Company. The transaction had a total value of VND 529.5 billion, equivalent to a valuation of VND 30,000 per share. This divestment enables the Group to focus its financial resources on large-scale energy and infrastructure projects.

b) Investment Activities:

- **Infrastructure Investment:** The Group focused on maintenance, repair, and upgrading of road projects in Gia Lai, Dak Nong, and Binh Phuoc provinces to ensure road quality and stable toll collection. This remains the sector contributing the largest proportion of the Company's revenue and profit.

At the same time, the Group is proposing to the Prime Minister to be approved as the investor for the Western North-South Expressway project passing through the Central Highlands (Pleiku – Buon Ma Thuot – Gia Nghia), with an estimated total investment of VND 77,000 billion, and the Pleiku – Le Thanh Expressway project, with an estimated total investment of VND 12,500 billion. These are key projects with strong regional driving impacts, proposed to be implemented under the Public-Private Partnership (PPP) model during the 2026–2029 period.

- Energy Investment:

+ **Dak Po Co Hydropower Plant and Ninh Thuan Solar Power Plant:** Maintenance and upkeep of infrastructure, machinery, and equipment were well implemented; electricity generation revenue grew strongly, contributing to stable and efficient cash flows.

+ **Procedures for Renewable Energy Projects:** On April 15, 2025, the Prime Minister issued Decision No. 768/QĐ-TTg approving the revised National Power Development Plan for the 2021–2030 period, with a vision to 2050. Accordingly, projects proposed by the Company, its subsidiaries, and companies within the DLG ecosystem have been incorporated into Power Development Plan VIII for the periods 2025–2030 and 2031–2035, with a total capacity of nearly 700 MW. These include: Three (03) hydropower projects with a total capacity of 203 MW in the Central Highlands and Southeast regions, expected to operate during

2031–2035; Two (02) wind power projects (80 MW) and two (02) solar power projects in Gia Lai (80 MW), expected to operate during 2025–2030; One (01) 500 kV substation with a capacity of 900 MVA and three (03) wind power projects in Gia Lai (250 MW), expected to operate during 2031–2035, among others. The implementation of renewable energy projects will enable DLG to optimize the use of its existing resources, contribute to the successful restructuring process, and serve as a foundation for future growth.

At the Gia Lai Investment Promotion Conference 2025 (August 29, 2025), the Group signed memoranda of understanding for energy investment projects with a total value of up to VND 4,500 billion. The Board of Directors also approved capital contributions to four subsidiaries, including: CP1 Wind Power Joint Stock Company (VND 117.5 billion), CP2 Wind Power Joint Stock Company (VND 115 billion), CP3 Solar Power Joint Stock Company (VND 110 billion), and Chu Puh 4 Solar Power Joint Stock Company (VND 105 billion).

+ Real Estate (Residential – Tourism – Resort): The Group has proposed investments and is focusing on completing legal procedures for projects in this sector to capture the growing demand for domestic and international tourism in provinces such as Gia Lai, Kon Tum, Dak Nong, Binh Dinh, Binh Thuan, and Ba Ria – Vung Tau.

At the Gia Lai Investment Promotion Conference 2026 (March 28, 2026), in addition to the Pleiku – Le Thanh Expressway project, the Group signed memoranda of understanding for investment in three (03) residential, commercial-service, and other projects in Pleiku, Dien Hong, and Hoi Phu wards (Gia Lai Province), with a total estimated investment of VND 2,300 billion.

+ Bus Stations and Parking Services: Operations have been effectively implemented, meeting public transportation needs in a timely manner, with strong revenue growth.

+ Rubber Plantation Development and Exploitation: Rubber plantations have been well maintained and gradually put into latex tapping, generating stable revenue with growth compared to 2024.

+ Wood Processing and Granite Manufacturing Plants: Production remained stable, with diverse product designs serving domestic consumption, particularly for the Group’s projects.

3.3. Social Responsibility, Environmental Protection, and External Relations:

Alongside economic objectives, the Board of Directors recognizes that environmental protection and social responsibility are fundamental factors for the Group’s long-term, sustainable success.

- **Social Welfare:** The Group has been proactive in supporting poverty reduction programs and gratitude initiatives, while upholding its social responsibility in parallel with business development. Notably, in December 2025, through the Gia Lai Provincial Fatherland Front Committee, Duc Long Gia Lai Group donated VND 1.2 billion to support areas heavily affected by Typhoon No. 13. The Group's contributions have been recognized and commended by the Party and the State through various forms of awards.

- **Environmental Protection:** The Group prioritizes the research and application of technologies in its operations to minimize environmental impacts, prioritizes the procurement of energy-efficient and environmentally friendly equipment, and promotes workplace initiatives to ensure cleanliness, orderliness, and ventilation, thereby enhancing employee responsibility, comfort, and labor productivity.

- **External Relations:** In terms of external relations, the Group maintains strong relationships with central and local authorities. It has also made positive contributions to supporting localities and agencies in maintaining political security and social order. The Group consistently receives attention and support from leaders at both central and local levels, which serves as strong motivation to enhance corporate responsibility, promote business activities, create employment, contribute to social welfare, and fulfill obligations to the State budget—thereby elevating the Group's position and brand to a new level.

PART IV

STRATEGIC ORIENTATION, PLANNED TARGETS AND IMPLEMENTATION MEASURES FOR 2026 AND SUBSEQUENT YEARS

According to economic experts, global economic growth may recover slowly or even decline in 2026. The prolonged conflict in the Middle East may disrupt the flow of oil, gas, and fertilizers through the Strait of Hormuz, increasing transportation costs and causing delays. Together with the conflict in Ukraine, these developments may heighten commodity price volatility and continue to exert pressure on global supply chains.

For Viet Nam, slower growth in major trading partners may narrow the trade surplus and reduce the country's growth momentum. Although challenges remain—such as natural disasters, financial and stock market volatility, and fluctuations in international trade—forecasts indicate that Viet Nam's economic growth in 2026 will continue to rank among the higher-growth economies globally. In addition, the Government's guiding viewpoints and priorities for 2026 emphasize stronger, more decisive, and comprehensive reforms in administrative organization and economic management, enabling the country to firmly enter the "Era of National Rise"—a period of breakthrough and accelerated development

under the leadership of the Party, aiming to build a strong, democratic, equitable, civilized, prosperous, and happy socialist Viet Nam. These orientations of the Party and the State provide a foundation for Duc Long Gia Lai Group to accelerate its growth in the coming years.

Based on the results achieved in 2025, combined with forecasts of global and domestic economic developments, the Board of Directors, with due consideration and prudence, submits to the General Meeting of Shareholders for approval the strategic orientation and planned targets for 2026 as follows:

4.1. Strategic Orientation:

- In 2026, Duc Long Gia Lai Group will continue to implement comprehensive restructuring across business operations, investment, finance, and human resource management, based on the guiding principle: “Turning nothing into something, turning difficulties into ease, and transforming impossibilities into possibilities,” with the objective of “building the Company into one of Viet Nam’s leading investment groups in terms of market capitalization, brand, technology, governance capacity, business efficiency, and the ability to cooperate and successfully integrate domestically and internationally.”

- Affirming key strategic sectors for the 2026–2028 period: investment in transport infrastructure under the BOT model; investment in renewable energy (hydropower, solar power, and wind power); investment in residential real estate, tourism, and resort developments. At the same time, the Group will leverage its strengths and continue to deepen investments in traditional business sectors, including hospitality and resort services, wood processing, granite and basalt stone processing, and the operation of bus stations and parking facilities.

4.2. Development of Key Business Sectors:

- Infrastructure Sector: On the one hand, the Group will continue to strengthen management, conduct periodic repairs, maintenance, and upkeep to ensure the quality of National Highway 14 projects from Gia Lai to Binh Phuoc, thereby maintaining stable toll collection operations and proactively preparing capital resources for major overhauls scheduled in 2027. On the other hand, Duc Long Gia Lai Group will complete procedures to propose investment under the PPP model for the Western North–South Expressway (Pleiku – Buon Ma Thuot – Gia Nghia section) and the Pleiku – Le Thanh Expressway.

- Renewable Energy Sector: The Group will continue maintenance and upkeep of existing hydropower and solar power projects already in operation. At the same time, it will actively carry out investment procedures to commence construction of renewable energy projects in Gia Lai, Dak Nong, and Binh Phuoc, which have been approved under the adjusted Power Development Plan VIII. In particular, the Group will prioritize completing procedures for proposing investment in four (04) energy projects in Gia Lai with a total capital of VND 4,500 billion, as well as hydropower projects in Lam Dong Province. Preparations will

also be made for projects scheduled under Power Development Plan VIII for the period after 2030, and for continued proposals of renewable energy projects already included in Gia Lai's provincial planning, such as Ia Mor Solar Power Project, Ia Boong and Ia Blu wind and solar power projects, with a total expected capacity of approximately 4,000 MW.

- Real Estate Sector: The Group will expand its scale and complete legal procedures to implement residential, urban, and mixed-use real estate projects combined with hospitality, tourism, and resort developments in provinces and cities such as Gia Lai, Kon Tum, Dak Nong, Binh Dinh, Binh Thuan, Ba Ria – Vung Tau, and Ben Tre. Priority will be given to completing procedures for proposing investment in three (03) residential, commercial-service, and other projects in Pleiku, Dien Hong, and Hoi Phu wards in Gia Lai Province.

- Expansion through Cooperation and Investment: The Group will strengthen cooperation, joint ventures, partnerships, alliances, mergers and acquisitions (M&A), and financial investments to enhance revenue and profitability.

- Traditional Business Sectors: These include hospitality and resort services, wood processing, granite and basalt stone processing, and bus station and parking operations. The Group will continue to invest intensively in these sectors to ensure high-quality service for customers in hospitality and transportation services, as well as supply wood and stone products for domestic consumption and the Group's projects, while enhancing and promoting the Duc Long Gia Lai brand built and developed over the years.

4.3. Business Targets and Plans:

Based on the business and investment results achieved by Duc Long Gia Lai Group in recent years, together with forecasts of global economic developments and domestic policies and mechanisms, the Board of Directors, with due consideration and prudence, submits to the General Meeting of Shareholders for approval the Group's revenue and profit targets for the period 2026–2028, as follows:

(Unit: VND billion)

INDICATOR	2026	2027	2028
- Revenue (Billion VND)	800	1,200	1,500
- Net Profit after tax (Billion VND)	450	600	800

The Board of Directors respectfully requests the General Meeting of Shareholders to consider, approve, and authorize the Board to proactively adjust the business plan in the event of significant economic fluctuations beyond initial forecasts.

4.4. Solutions for Effective Implementation of Business Targets:

In order to overcome immediate challenges and successfully achieve the proposed objectives and targets, the Board of Directors will focus on implementing the following key solutions:

4.4.1. Conduct all activities of the Board of Directors in compliance with applicable laws; enhance the organization of regular and extraordinary Board meetings; study the establishment of Board subcommittees to support specialized functions; issue resolutions in accordance with regulations; strictly implement information disclosure requirements; and effectively carry out matters authorized by the General Meeting of Shareholders.

4.4.2. Maintain supervision, leadership, and direction by the Board of Directors, while improving the operational capacity of Board members in compliance with applicable laws, the Company's Charter, and resolutions of the General Meeting of Shareholders.

4.4.3. Require Board members to further enhance their sense of responsibility; possess vision, strategic thinking, comprehensive knowledge, enthusiasm, integrity, and experience; and effectively fulfill all duties assigned by the Board of Directors and the Chairman.

4.4.4. Continue to firmly pursue comprehensive restructuring across business operations, finance, investment, and human resource management, focusing on the following solutions:

- **Business and Investment Activities:** Restructure strategic business sectors; focus investments in areas where the Group has experience, strengths, and proven cash flow performance, and which have received investment approvals from the Government, central authorities, and localities; and divest from inefficient sectors.

- **Financial Management:** Continue comprehensive financial restructuring through decisive measures, including: mobilizing capital from domestic and international financial institutions; cooperating with financially capable individuals and organizations to develop projects; issuing bonds and shares; transferring ineffective projects and assets; aggressively recovering receivables; minimizing costs in production, business, and investment; and focusing on retained earnings. The target is that by the end of 2026, the Group will achieve basic stability in production and business operations and improve financial health; initially settle bank debts of over VND 800 billion; and accumulate sufficient capital for the development of new and potential projects.

- **Investment Cooperation:** Actively seek partnerships with capable domestic and international enterprises to invest in potential projects in infrastructure, green energy, renewable energy, and hospitality sectors. These collaborations aim to strengthen financial capacity, mobilize capital, adopt

advanced technologies, and enhance governance and management in line with international standards.

– **Human Resource Restructuring:**

+ Implement the policy of attracting and retaining talent, improving capacity, and effectively utilizing key personnel—particularly employees with over 15 years of experience and long-term commitment to the Group—combined with rejuvenating the workforce with high-quality young talent;

+ Enhance human resource management; review, assess, and develop succession planning for leadership positions within the Group and its subsidiaries; implement staff rotation policies linked with training to meet both short-term and long-term operational needs;

+ Strengthen recruitment of senior personnel with intelligence, vision, strategic thinking, and comprehensive knowledge to participate in strategic planning and corporate management; ensure transparent, accountable, and effective leadership aligned with new objectives and international governance standards;

+ Consolidate and improve the effectiveness of the Internal Control function, emphasizing inspection and supervision, timely detection and handling of issues, and early risk prevention to ensure efficient financial management and capital utilization.

– **Corporate Governance:**

+ Continue comprehensive innovation in corporate governance toward a professional, advanced, and modern model aligned with international standards; apply Industry 4.0 technologies, digital business models, digital governance, and digital finance to enhance efficiency, productivity, and management effectiveness;

+ Build on previously established foundations, focusing on key solutions: (i) centralized management model based on IT applications; (ii) business operations management and business development with a balance between efficiency and revenue growth; and (iii) financial and investment management that is flexible and efficient.

Dear Esteemed General Meeting of Shareholders!

The Duc Long Gia Lai Group brand, built over more than 30 years, together with proactive initiatives, decisive actions, and numerous existing and emerging business opportunities, constitutes a vital foundation and guiding principle for DLG to successfully achieve its objectives and plans. In the coming period, DLG will remain steadfast in its comprehensive restructuring strategy, focus on strengthening corporate governance, and continue to mobilize all available resources to improve financial health, gradually enhance operational efficiency, and ensure stable, continuous, and sustainable growth, while upholding its core motto: **“DUC LONG – WHERE WE GO, WE ARRIVE”** with the message: **“UNLOCKING POTENTIAL – ELEVATING POSITION.”**

On behalf of the Board of Directors, I hereby commit to dedicating my full time, effort, and resources, taking decisive actions, and providing close leadership and direction to achieve these objectives. At the same time, we will do our utmost to bring the highest benefits to our valued shareholders, investors, and customers. We sincerely hope that our shareholders, investors, and customers will continue to monitor the activities of the Board of Directors as presented, and accompany and support the Board and the Executive Board in successfully implementing the strategies approved at this General Meeting.

After a year full of both opportunities and challenges, and with the results achieved, on behalf of the Board of Directors, I would like to express my sincere appreciation to all members of the Board of Directors, the Chief Executive Officer, Deputy Chief Executive Officers, and Heads/Deputy Heads of departments for their dedication, responsibility, unity, and valuable contributions, which have enabled Duc Long Gia Lai Group to overcome difficulties, stabilize operations, and develop its business activities. I also hope that you will continue to promote your roles and contribute even more to the Group's development in the coming period. Furthermore, I am confident that, following the successful comprehensive restructuring of finance, business, investment, and human resources, members of the Board of Directors will continue striving to fulfill their duties for the 2026–2028 term, living up to the trust and expectations of our shareholders.

Finally, on behalf of the Board of Directors, I would like to express our sincere gratitude for the trust and confidence that our shareholders have placed in the Board. We hope that our shareholders, partners, investors, and customers will continue to maintain their trust, strengthen cooperation, and support the Board of Directors in the Group's ongoing and long-term development journey.

Sincerely thank you!./.

**REP. BOARD OF DIRECTORS
CHAIRMAN**



Bui Phap

**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF
DIRECTORS**

Re: Personal Activities and the Activities of the Board of Directors of the Company

In fulfillment of my responsibilities as an Independent Member of the Board of Directors of the Company, **Nguyen Tien Dung**, Independent Member of the Board of Directors (BOD), hereby present the assessment report on my activities and the activities of the Board of Directors in 2025 as follows:

**I. REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS**

In 2025, the Board of Directors held eleven (11) meetings and conducted written consultations to define strategic orientations, review, and decide on matters within its authority. I attended all Board meetings during 2025 (attendance rate: 100%). All Board meetings and written consultations were conducted in compliance with applicable procedures and regulations.

Other Activities:

In 2025, I actively contributed opinions and provided critical feedback at Board meetings, focusing on the following key areas:

- Assessing financial matters, investment activities, capital structure, and the efficiency of resource utilization;
- Providing input on business targets, financial plans, and the Group's medium- and long-term strategic orientations;
- Participating in discussions on business trends, M&A strategies, and factors affecting DLG's competitiveness;
- Proposing recommendations to enhance transparency, governance effectiveness, and risk management.

In addition, I maintained regular communication with the Executive Board and functional departments to stay updated on operational developments, thereby supporting the Board of Directors in early identification of risks and opportunities amid a volatile global economic environment.

**II. REPORT ON THE ASSESSMENT OF THE BOARD OF
DIRECTORS' ACTIVITIES**

1. Assessment of Compliance and Governance

In 2025, the Board of Directors operated in full compliance with applicable laws, the Company's Charter, and internal regulations.

The delineation between the governance function of the Board of Directors and the executive function of the Board of Management was clearly maintained,

ensuring the principles of control and balance of power. Governance activities were conducted in a transparent and professional manner, in line with advanced governance standards.

2. Assessment of the Effectiveness of the Board of Directors

The Board of Directors effectively fulfilled its role in providing strategic direction and supervising the Company's operations.

Key matters were considered based on comprehensive documentation, including financial analysis, risk assessment, and evaluation of long-term impacts. The discussion and decision-making processes were conducted transparently, with active participation from independent members.

The preparation and disclosure of the Company's financial statements were carried out fully in compliance with applicable legal regulations, contributing to the transparency and reliability of financial information.

The Board of Directors closely directed the implementation of medium- and long-term development strategies, particularly in the areas of technology, digital transformation, and innovation, thereby supporting stable growth and enhancing the Group's competitiveness.

3. Assessment of Supervision over the Board of Management

The Board of Directors exercised its supervisory role over the Board of Management through periodic reporting systems, thematic meetings, and regular communication mechanisms.

The Board of Management effectively implemented the resolutions of the Board of Directors and demonstrated proactiveness and flexibility in managing production and business activities. Supervisory activities ensured that operations were aligned with approved strategies and objectives.

4. Assessment of Control over Related Party Transactions

The Board of Directors maintained a prudent and compliant mechanism for reviewing and approving related party transactions.

Such transactions were conducted in a transparent, fair manner and in accordance with applicable regulations, thereby safeguarding the legitimate interests of shareholders and the Company.

5. Assessment of Remuneration and Expenses

The implementation of remuneration and operating expenses of the Board of Directors was carried out in accordance with the resolutions of the General Meeting of Shareholders and applicable regulations.

No cases of payments beyond authority or inconsistent with governance responsibilities were recorded.



6. Overall Assessment

Based on my full participation in and monitoring of the Board of Directors' activities in 2025, I conclude that the Board has fully performed its functions, duties, and powers in accordance with applicable laws, the Company's Charter, and relevant internal regulations. The Board of Directors has continued to strengthen its strategic direction role, improve governance quality, enhance transparency, and effectively coordinate with the Board of Management, thereby contributing to reinforcing DLG's position in both domestic and international markets.

Respectfully submitted to the General Meeting of Shareholders./.

Gia Lai, April 24, 2026

**INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS**



Nguyen Tien Dung



**REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF
DIRECTORS**

Re: Personal Activities and the Activities of the Board of Directors of the Company

In fulfillment of my responsibilities as an Independent Member of the Board of Directors of the Company, **Vo Mong Hung**, Independent Member of the Board of Directors (BOD), hereby present the assessment report on my activities and the activities of the Board of Directors in 2025 as follows:

**I. REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS**

In 2025, the Board of Directors held eleven (11) meetings and conducted written consultations to define strategic orientations, review, and decide on matters within its authority. I attended all Board meetings during 2025 (attendance rate: 100%). All Board meetings and written consultations were conducted in compliance with applicable procedures and regulations.

Other Activities:

In 2025, I actively contributed opinions and provided critical feedback at meetings of the Board of Directors, focusing on the following key areas:

- Providing input on strategies for developing high-quality human resources and building a succession pipeline for the Group's leadership;
- Advising on key human resource policies to attract, develop, and retain talent in the context of global competition;
- Participating in the development and refinement of training programs and capacity-building initiatives for management and employees;
- Proposing initiatives to enhance governance capacity, operational efficiency, and the overall quality of human resources across the Group.

In addition, I paid particular attention to the development and implementation of the Group's flexible response plans to global geopolitical fluctuations. I also proactively shared experience and provided advisory support to the Executive Board through regular Board meetings, contributing to the assessment of the situation and the formulation of appropriate action plans for the next phase.

**II. REPORT ON THE ASSESSMENT OF THE BOARD OF
DIRECTORS' ACTIVITIES**

1. Assessment of Compliance and Governance

In 2025, the activities of the Board of Directors were conducted in full compliance with applicable laws, the Company's Charter, and relevant internal regulations.

The clear separation between governance and executive roles continued to be maintained, thereby enhancing transparency, strengthening control effectiveness, and ensuring balance in corporate governance.

2. Assessment of the Effectiveness of the Board of Directors

The Board of Directors has effectively fulfilled its role in providing strategic direction and supervising the Company's operations.

Matters reviewed by the Board mainly focused on key issues, particularly sustainable development, enhancement of competitiveness, and strengthening of human resources.

Discussions at Board meetings were conducted in an open manner, encouraging diverse perspectives and emphasizing the critical role of independent members, thereby improving the effectiveness of governance decisions.

3. Assessment of Supervision over the Board of Management

The supervisory role of the Board of Directors over the Board of Management was exercised through reporting mechanisms and thematic meetings.

The Board of Management has proactively and actively implemented development orientations, focusing on improving human resource quality, strengthening leadership capacity, and deploying training programs aligned with the Group's overall strategy.

4. Assessment of Control over Related Party Transactions

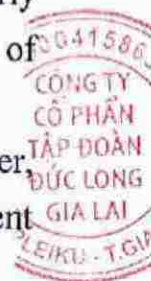
The Board of Directors has established and operated a control mechanism for related party transactions in a prudent and transparent manner.

Such transactions were conducted in accordance with applicable regulations, thereby safeguarding the interests of shareholders.

5. Assessment of Remuneration and Expenses

The payment of remuneration and operating expenses of the Board of Directors was carried out in accordance with the Resolution of the General Meeting of Shareholders and prevailing regulations.

No instances of payments inconsistent with the functions and responsibilities of the Board of Directors were identified.

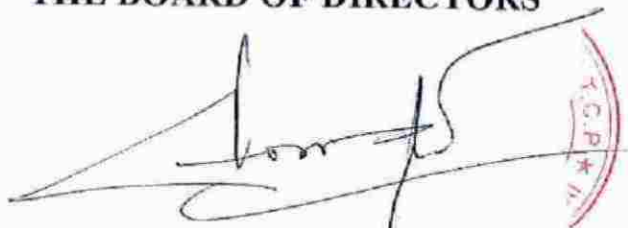


6. Overall Assessment

Based on my full participation in and monitoring of the Board of Directors' activities in 2025, I conclude that the Board has fulfilled its functions and duties in accordance with applicable laws, the Company's Charter, and relevant internal regulations. Notably, the Board has placed strong emphasis on the development of human capital - a core factor underpinning DLG's sustainable competitive advantage - while also enhancing governance quality and operational efficiency. On this foundation, DLG is well-positioned to maintain stable growth and gradually strengthen its presence in international markets.

Gia Lai, April 24, 2026

**INDEPENDENT MEMBER OF
THE BOARD OF DIRECTORS**

A handwritten signature in black ink, appearing to read 'Vo Mong Hung', is written over a red circular stamp. The stamp contains the text 'T.C.P.*' and a star symbol.

Vo Mong Hung

No.: 47/BC-DLG

Gia Lai, April 24, 2026

**REPORT OF THE EXECUTIVE BOARD
SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
ON THE RESULTS OF BUSINESS AND INVESTMENT ACTIVITIES IN
2025 AND THE PLAN AND IMPLEMENTATION MEASURES FOR 2026**

Respectfully addressed to the Presidium;

*Respectfully addressed to our Esteemed Shareholders, Distinguished
Delegates, Partners, and Customers;*

Dear General Meeting!

On behalf of the Executive Board of Duc Long Gia Lai Group Joint Stock Company, I would like to respectfully present to the General Meeting of Shareholders the results of production, business, and investment activities in 2025, and at the same time submit for your consideration and approval the plan and implementation measures for 2026, as follows:

**PART I. ASSESSMENT OF PRODUCTION, BUSINESS AND INVESTMENT
PERFORMANCE IN 2025:**

1.1. Economic and Market Context:

The year 2025 concluded amid a highly volatile global economic landscape: new tariff policies of the United States reshaped global trade; geopolitical tensions in Eastern Europe, the Middle East, and Northeast Asia continued to exert pressure on supply chains; the race in artificial intelligence and outer space emerged as new strategic arenas of competition; and unprecedented natural disasters-such as super typhoons Melissa, Kalmaegi, and Ragasa, along with severe earthquakes and floods-caused significant damage across the Asia-Pacific region.

Amid these challenging conditions, Viet Nam maintained positive growth momentum and achieved notable accomplishments. Under the sound leadership of the Party and the decisive direction of the Government,

With a proactive approach to closely monitoring market developments and strictly adhering to the strategic orientation of the Board of Directors, the Executive Board of Duc Long Gia Lai Group organized and managed operations in a decisive and effective manner, turning market challenges into opportunities for breakthrough growth.

1.2. Key Results in 2025 – The Numbers Speak for Themselves:

The year 2025 marked a pivotal milestone in the restructuring process of Duc Long Gia Lai. With the unity and dedicated efforts of all employees, together with the close guidance of the Board of Directors-particularly the Chairman-the Executive Board successfully exceeded the targets assigned by the General Meeting of Shareholders (Unit: VND billion).

Target	Plan for 2025	Implementation in 2025	Actual vs. Plan (%)
Total Revenue	600.0	699.2	107.6%
Profit after Tax	200.0	417.2	208.6%

Total revenue in 2025 reached VND 699.2 billion, exceeding the plan by 7.6%, driven by the Group's continued expansion of sales and service provision. Profit after tax reached VND 417.2 billion, an increase of VND 173.2 billion compared to 2024, and equivalent to 208.6% of the target approved by the General Meeting of Shareholders.

The above impressive results are attributable to three synchronized strategic pillars:

- Proactively developing flexible business scenarios in line with market developments: comprehensive financial restructuring; risk analysis and control; enhanced recovery of receivables and accelerated debt repayment to credit institutions to optimize financial costs; and streamlining of the corporate management structure;
- Sustaining growth in core business segments: the BOT toll collection segment recorded double-digit growth compared to 2024; the hydropower and trade-service segments maintained stable growth and sustainable development;
- Breakthrough in bank debt resolution: the Group reduced outstanding principal by VND 437.4 billion and repaid VND 106.6 billion in interest to credit

institutions, fundamentally improving its financial structure. Most receivables from partners have been recovered, while the remaining balances are secured by collateral.

1.3. Asset and Capital Structure as at December 31, 2025:

Table of asset structure as at December 31, 2025 (Unit: VND million):

ASSETS	31/12/2024	31/12/2025	Δ	Δ %
A. Current Assets	1,513,597.8	1,850,417.4	+336,819.6	+22.25%
I. Cash and cash equivalents	95,024.6	29,140.3	(65,884.3)	-69.33%
II. Short-term financial investments	0.0	282,450.0	+282,450.0	-
III. Short-term receivables	1,304,127.2	1,432,994.6	+128,867.4	+9.88%
IV. Inventories	112,637.1	103,821.9	(8,815.2)	-7.83%
V. Other current assets	1,808.9	2,010.8	+201.9	+11.16%
B. Non-current Assets	2,834,771.7	2,365,492.9	(469,278.8)	-16.55%
I. Long-term receivables	387,874.5	397,795.0	+9,920.5	+2.56%
II. Fixed assets	2,180,546.9	1,415,495.5	(765,051.4)	-35.09%
III. Investment property	26,183.0	24,921.9	(1,261.1)	-4.82%
IV. Long-term work in progress	47,695.4	36,485.4	(11,210.0)	-23.50%
V. Long-term financial investments	7,091.9	376,954.2	+369,862.3	+5,215%
VI. Other non-current assets	185,380.0	113,840.9	(71,539.1)	-38.59%
TOTAL ASSETS	4,348,369.5	4,215,910.3	(132,459.2)	-3.05%

Table of Capital Structure as at December 31, 2025 (Unit: VND million):

CAPITAL SOURCES	31/12/2024	31/12/2025	Δ	Δ %
C. Liabilities	3,596,496.1	3,220,487.9	(376,008.2)	-10.45%
I. Short-term liabilities	2,093,435.8	2,002,560.9	(90,874.9)	-4.34%
II. Long-term liabilities	1,503,060.3	1,217,927.0	(285,133.3)	-18.97%
D. Equity	751,873.3	995,422.4	+243,549.1	+32.39%
I. Owner's contributed capital	2,993,097.2	2,993,097.2	0.0	0.00%
II. Funds and other reserves	215,242.2	94,097.9	(121,144.3)	-56.28%
III. Retained earnings (undistributed profit after tax)	(2,456,466.0)	(2,091,772.6)	+364,693.4	-14.85%
TOTAL CAPITAL SOURCES	4,348,369.5	4,215,910.3	(132,459.2)	-3.05%

Total assets and capital sources of the Group as at December 31, 2025 reached VND 4,215.9 billion, a decrease of VND 132.5 billion (3.05%) compared to the same period. A notable highlight is that equity increased significantly by 32.39% (reaching VND 995.4 billion), while total liabilities decreased by 10.45% (to VND 3,220.5 billion), reflecting the substantive results of the comprehensive financial restructuring process.

(Detailed indicators on assets, capital sources, and cash flows are fully presented in the audited consolidated financial statements for 2025, which have been disclosed on the Company's website at www.duclonggroup.com)

1.4. Status of Investment Project Implementation:

Building on the foundation of projects already put into operation and delivering high economic efficiency, Duc Long Gia Lai remains steadfast in its strategy of rapid and sustainable development on two key pillars:

"TOLL INFRASTRUCTURE AND RENEWABLE ENERGY – the two strategic pillars for the 2026–2035 period, targeting double-digit average growth."

Renewable Energy:

Focusing on wind power, solar power, and hydropower projects approved by the Prime Minister under Decision No. 768/QĐ-TTg on the adjustment of the National Power Development Plan VIII for the 2021–2030 period, with a vision to 2050. The Group's projects have been incorporated into the plan with a total capacity of 613 MW.

Proposed investment portfolio:

- 02 wind power projects (80 MW) and 02 solar power projects (80 MW) in Gia Lai – scheduled for operation in the 2026–2030 period;
- 03 hydropower projects (203 MW) in the Central Highlands and Southeast regions – scheduled for operation in the 2031–2035 period;
- 02 wind power projects in Gia Lai (250 MW) – scheduled for operation in the 2031–2035 period;
- One 500 kV substation (900 MVA), together with a transmission grid, will be constructed to release capacity

At the Gia Lai Investment Promotion Conference 2025 held on August 29, 2025, Duc Long Gia Lai Group signed Memoranda of Understanding for investment in energy projects (wind and solar power) to be implemented during 2026–2030, with a total investment of up to VND 4,500 billion. The Group has

coordinated the establishment of four project companies, and the Board of Directors has approved capital contributions to these entities.

Transport Infrastructure:

Continuing to maintain the traditional BOT segment by carrying out periodic maintenance and medium-term repairs, and particularly planning for comprehensive overhaul of BOT projects on National Highway 14 (Gia Lai – former Binh Phuoc section) in 2027, contributing to increased revenue, profit, and extension of toll collection periods.

Two major expressway projects currently proposed by the Group:

– The Western North–South Expressway through the Central Highlands (Gia Lai – Dak Lak – Lam Dong): total length of 257 km, with an estimated investment of nearly VND 77,000 billion under a PPP model. Provincial authorities have agreed in principle to complete the project before 2030;

– The Pleiku – Le Thanh Border Gate Expressway: total length of 52.1 km, 4 lanes, design speed of 100 km/h, with an estimated investment of approximately VND 12,500 billion – connecting the end point of the Quy Nhon – Pleiku Expressway to Le Thanh International Border Gate (bordering Cambodia).

Real Estate and Resort Tourism:

The Group is in the process of completing procedures to submit to central ministries, agencies, and provincial authorities for approval of investment policies for a number of key infrastructure and resort tourism projects in Gia Lai, Kon Tum, Binh Dinh, Binh Thuan, Ba Ria – Vung Tau, Ho Chi Minh City, Ben Tre, and other localities.

In Gia Lai Province, at the Gia Lai Investment Promotion Conference 2026 held on March 28, 2026, in addition to the Pleiku – Le Thanh Expressway project, the Group signed Memoranda of Understanding for investment in three residential, commercial–service, and other projects in Pleiku, Dien Hong, and Hoi Phu wards, with a total estimated investment of VND 2,300 billion.

The above results reaffirm the soundness of the strategy set out by the Board of Directors and provide a solid foundation for the Group to define its objectives and implementation measures for the 2026–2030 period.

1.5. Organization, Governance, Human Resources, and Social Welfare:

Corporate Governance:

- Maintain and continuously improve the governance system toward modern technological standards, aligned with the Group’s scale of development and corporate governance reform requirements;

- Submit to the Board of Directors for issuance of regulations and operating rules in line with advanced governance models; fully comply with information disclosure and reporting obligations in accordance with the regulations of the State Securities Commission and the Ho Chi Minh City Stock Exchange;

- Strictly control operating expenses across the Company to reduce costs and enhance labor productivity;

- Strengthen financial management capacity; ensure sound and efficient financial operations; regularly review the efficiency of capital and asset utilization.

Human Resources and Labor:

- Develop a professional human resource management system; establish competitive compensation and benefit policies and an attractive working environment; recruit, train, and allocate personnel in line with operational requirements;

- Closely coordinate with the Party Cell and the grassroots Trade Union to take care of employees’ material and spiritual well-being: organize condolence and visitation activities; hold commemorative events on holidays and festivals; provide gifts and rewards for employees’ children with outstanding academic achievements on International Children’s Day (June 1) and Mid-Autumn Festival.

Social Welfare and Environmental Protection:

In 2025, Duc Long Gia Lai effectively implemented social welfare and charitable activities nationwide; provided financial and in-kind support to communities affected by floods; and offered gifts during holidays and Tet to poor and near-poor households in localities where the Group operates projects. The Company also maintained strong and sustainable relationships with domestic and international partners, customers, and central and local authorities-contributing to political stability and social order in its areas of operation. These achievements have been recognized and commended by the Party and the State through various forms of awards.

Environmental Protection: The Group places special emphasis on environmental protection. All projects, both ongoing and under development, have prepared Environmental Impact Assessment (EIA) reports or Environmental Protection Commitments, which have been duly approved by the competent authorities. In 2025, Duc Long Gia Lai was not subject to any penalties for environmental violations.

PART II. OBJECTIVES, PLAN AND IMPLEMENTATION MEASURES FOR 2026

2.1. Objectives and Orientation for 2026:

Based on forecasts of the global and domestic economic situation, an assessment of the results achieved in 2025, and the Group's development potential, the Executive Board has formulated the 2026 business plan for submission to the General Meeting of Shareholders for approval, with the following key orientations:

- Remain steadfast in the strategy of rapid and sustainable development based on two pillars: toll infrastructure and renewable energy, while expanding financial investments and mergers and acquisitions (M&A);
- Leverage core strengths and continue focused investment in traditional business sectors, including hotels, resort tourism, wood processing, granite and basalt stone processing, and bus stations and parking facilities;
- Continue financial and asset restructuring: transfer and divest from underperforming projects and assets to progressively settle bank loans and concentrate resources on high-potential projects;
- Enhance and strengthen corporate governance; restructure each business segment, customer base, and partner network to ensure sustainable development; prioritize in-depth investment in systems and infrastructure.

2.2. Key Business Targets for 2026:

(Unit: VND billion)

TARGET	PLAN FOR 2026
Total Revenue	800
Profit after Corporate Income Tax	450

Building on the positive results achieved in 2025 and the strategic direction set by the Board of Directors focusing on the dual pillars of toll infrastructure and renewable energy, the Executive Board has set a target for 2026 of VND 800 billion in total revenue and VND 450 billion in profit after tax—serving as a solid springboard for 2027 (revenue: VND 1,200 billion / profit: VND 600 billion) and 2028 (revenue: VND 1,500 billion / profit: VND 800 billion).

2.3. Implementation Measures for the 2026 Production, Business and Investment Plan:

(1) Investment in Infrastructure Projects:

- Continue intensive management, periodic maintenance and repair, ensuring high quality for National Highway 14 projects from Gia Lai to Binh Phuoc to stabilize toll collection operations, while proactively preparing financial resources for major overhaul in 2027;

- Prepare and submit investment proposals under the PPP model for the Western North–South Expressway (Pleiku – Buon Ma Thuot – Gia Nghia section) and the Pleiku – Le Thanh Expressway.

(2) Investment in Renewable Energy Projects:

- Actively implement investment procedures for projects approved by the Prime Minister under Decision No. 768/QĐ-TTg dated April 15, 2025 on the adjustment of Power Development Plan VIII; strive to commence wind and solar power projects in Gia Lai on schedule during the 2026–2030 period;

- Concurrently, prepare conditions and carry out procedures for projects included in the post-2030 Power Development Plan VIII and those approved by the Gia Lai Provincial People’s Committee for inclusion in the provincial planning.

(3) Real Estate and Resort Tourism Development:

- Monitor and implement investment and construction procedures for multi-product real estate projects, including hotels and resort tourism developments in Ho Chi Minh City, the Southeast region, the Central Highlands, and the Central region; explore new investment opportunities in other provinces and cities aligned with strategic objectives;

- Actively implement projects in Gia Lai for which Memoranda of Understanding were signed on March 28, 2026.

(4) Decisive Financial Restructuring:

Mobilize capital from domestic and international financial institutions; cooperate with financially capable partners; issue bonds and shares when conditions permit; transfer underperforming projects and assets; negotiate with financial partners to recover receivables; minimize costs; and strive to fully settle bank loans in 2026.

(5) Communications – Investor Relations – External Affairs:

Maintain and enhance the quality of business and service operations; strengthen communications and brand promotion to reinforce the DLG brand position; enhance shareholder relations; fully comply with information disclosure requirements; and maintain close relationships with regulatory authorities and partners.

(6) Management and Operations:

Closely follow the Resolutions of the General Meeting of Shareholders and the policies and resolutions of the Board of Directors for implementation; strengthen the proactive role of the Executive Board; effectively address existing limitations and shortcomings; and enhance governance capacity in line with international standards.

(7) Risk Management and Human Resource Development:

Strengthen risk control; improve and reduce indirect costs; enhance investment efficiency and business operations; maintain employment and increase employee income; encourage innovation and technical improvements; provide training for management staff and enhance professional skills; and ensure the best possible welfare and rights for employees.

PART III. COMMITMENT AND ACKNOWLEDGEMENTS

Dear General Meeting!

The achievements in 2025 are a well-deserved recognition of the relentless efforts of the Executive Board and all employees of the Group. They also serve as a solid foundation and favorable conditions for Duc Long Gia Lai to further promote production and business activities, investment, and restructuring—aligned with practical conditions and industry development trends—and as a basis for striving to successfully achieve the 2026 business plan.

On behalf of the Executive Board, I would like to express my sincere appreciation for the trust and close guidance of the Board of Directors, especially Mr. Bui Phap – Chairman of the Board of Directors, who has consistently provided timely support, encouragement, and direction to help the Executive Board fulfill its responsibilities. I would also like to thank all departments, subsidiaries, and employees for their close coordination and companionship with the Executive Board over the past period.

We would like to extend our sincere thanks to our Shareholders and Investors for their continued support, attention, contributions, and trust in the Group and the Executive Board. In the course of fulfilling our duties, we respectfully request the Board of Directors to continue placing its trust in and facilitating the Executive Board. We also call upon all employees to promote their proactive, creative, and dynamic spirit, working alongside the leadership to achieve the best possible results in 2026 and the years ahead.

“On behalf of the Executive Board, I hereby commit to the General Meeting of Shareholders and the Board of Directors that the Executive Board will make even greater efforts, fully leverage its capabilities, strictly comply with legal regulations and the direction of the Board of Directors, and enhance consistent and effective management, striving to successfully achieve the targets and objectives set by the General Meeting of Shareholders and the Board of Directors for 2026.” - Executive Board, Duc Long Gia Lai Group Joint Stock Company


Finally, we wish all Shareholders and Distinguished Delegates good health and success. We wish the 2026 Annual General Meeting of Shareholders great success.

Respectfully! ./.

Recipients:

- As above;
- Archives.

CHIEF EXECUTIVE OFFICER



[Handwritten signature]

Nguyen Tuong Cot



THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 24, 2026

**REPORT OF THE SUPERVISORY BOARD
PRESENTED TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

To: All Esteemed Shareholders and the General Meeting!

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the Organization and Operation of Duc Long Gia Lai Group Joint Stock Company;
- Pursuant to the Regulations on Operations of the Supervisory Board of Duc Long Gia Lai Group Joint Stock Company;
- Pursuant to Resolution No. 01/NQ-AGM2025 dated May 30, 2025, of the 2025 Annual General Meeting of Shareholders;
- Pursuant to the 2025 Financial Statements of Duc Long Gia Lai Group Joint Stock Company, audited by UHY Auditing and Consulting Co., Ltd.;

The Supervisory Board respectfully submits to the General Meeting of Shareholders the report on its activities and the performance of its assigned duties and powers in 2025, as well as the directions and tasks for 2026, as follows:

PART I

ACTIVITIES OF THE SUPERVISORY BOARD

1.1. Structure and Assignment of Duties of the Supervisory Board:

In 2025, the members of the Supervisory Board, elected for the 2022–2027 term, continued to perform their functions and duties. Specifically:

- Mr. Vu Van Tin, Head of the Supervisory Board, is responsible to the General Meeting of Shareholders for the performance of the Supervisory Board's duties; organizing necessary activities to implement the resolutions of the 2025 Annual General Meeting of Shareholders; assigning specific tasks to members of the Supervisory Board and monitoring and urging their performance; overseeing quarterly and annual financial statements, accounting data, and other related matters;
- Ms. Phan Thi Ngoc Anh, Member of the Supervisory Board, is responsible for supervising the implementation of the resolutions of the Annual General Meeting of Shareholders in the areas of production and business activities and investment projects;

- Ms. Tran Thi Nhu Hanh, Member of the Supervisory Board, is responsible for supervising the implementation of the resolutions of the Annual General Meeting of Shareholders in the areas of labor, salary, and employee welfare; investments in cultural, social, and sports activities; as well as monitoring compliance with the Company's internal rules and regulations and the application of State regulations in the Company's operations.

1.2. Activities of the Supervisory Board and its Members in 2025:

In 2025, the Supervisory Board of Duc Long Gia Lai Group Joint Stock Company carried out the following activities:

- Reviewed and supervised the implementation of the Company's overall production, business, and service plans through monthly, quarterly, and annual reports for 2025;

- Supervised compliance with the Resolution of the 2025 General Meeting of Shareholders, adherence to the Company's Charter, applicable laws and regulations, and the internal rules, regulations, and decisions issued by the Board of Directors and the Executive Board in the management and operation of the Company's activities in 2025;

- Provided opinions to the Board of Directors and the Executive Board on matters relating to the Company's business operations through participation in meetings of the Board of Directors and meetings with the Executive Board;

- Contributed opinions on the revision, supplementation, and review of the Company's governance documentation system;

- Proposed UHY Auditing and Consulting Company Limited as the independent audit firm to conduct the audit of the Company's 2025 financial statements;

- Appraised the financial statements to assess the truthfulness and reasonableness of financial data in accordance with accounting standards, accounting regimes, and relevant legal regulations.

In 2025, the Supervisory Board held 04 periodic meetings with the following contents: reviewing and evaluating supervisory activities, assigning duties to members of the Supervisory Board, etc. Details are as follows:

NO.	Content	Date the meetings	Detail content
1	Discussion of the 2025 plan and assignment of duties.	17/01/2025	Discussion of the 2025 plan and specific assignment of duties to each member

NO.	Content	Date the meetings	Detail content
2	Approval of the Supervisory Board's report to be presented at the 2025 Annual General Meeting of Shareholders	25/4/2025	Discussion and approval of the 2024 activity report and the 2025 activity plan to be presented at the 2025 Annual General Meeting of Shareholders
3	Election of the Head of the Supervisory Board and Assignment of Duties to Board Members for the 2022–2027 Term	30/5/2025	Election of Supervisory Board Head and Duty Allocation (Term 2022–2027)
4	The meeting evaluated the activities for the second half of 2024	26/12/2025	Evaluation of the tasks performed in the second half of the year, the 2024 summary, and the task plan for 2025

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

- Salaries, bonuses, remuneration, and other benefits of the Supervisory Board were implemented in accordance with Resolution No. 01/NQ-DHĐCĐTN2025 dated May 30, 2025. In 2025, as the Company did not meet its revenue targets and, although achieving its profit target, still recorded accumulated losses from 2023 and 2024 amounting to over VND 2,000 billion, and continued to face difficulties in its restructuring process to settle bank loans, the members of the Supervisory Board voluntarily waived their remuneration;

- Operating expenses of the Supervisory Board were approved by the General Meeting of Shareholders as the basis for the Board of Directors and the Executive Board to implement, ensuring that the Supervisory Board could effectively perform its duties in accordance with regulations.

1.4. Assessment of the Capacity and Effectiveness of the Supervisory Board and its Members:

- With a high sense of responsibility, during the course of their duties, each member of the Supervisory Board consistently demonstrated professional competence, conducted independent and objective inspections, and reported their own opinions on the truthfulness and reasonableness of the financial statements, as well as the compliance of business activities with applicable laws. They regularly exchanged views and provided candid feedback to the Board of Directors and the Executive Board upon identifying errors or potential risks to the Company;

- Contributions and opinions of the Supervisory Board as a whole, as well

as of each individual member, were highly appreciated by the Board of Directors and the Executive Board for their quality and timeliness;

- In the performance of its duties, the Supervisory Board consistently received attention and favorable support from the Board of Directors, the Executive Board, and the Company's management personnel, enabling it to fulfill its assigned responsibilities. No complaints were received from shareholders regarding the Company's operations or the management activities of the Board of Directors and the Board of Management.

1.5. Performance Results of the Supervisory Board in 2025:

- Appraised the financial statements and reviewed the implementation of business plans on a quarterly, semi-annual, and annual basis for 2025;

- Prepared and submitted periodic reports of the Supervisory Board;

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

- Inspected the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders;

- Examined capital management and preservation, reviewed the execution of economic contracts, the implementation of investment projects, payroll regulations, and other internal policies in compliance with applicable laws and the Company's Charter on organization and operation;

- Maintained close coordination with the Board of Directors, the Board of Management, and relevant departments within the Company.

PART II

RESULTS OF INSPECTION AND SUPERVISION

2.1. Supervision of the Board of Directors and the Executive Board:

- The activities of the Board of Directors (BOD) in 2025 were in compliance with the Law on Enterprises, the Company's Charter, the Resolutions of the General Meeting of Shareholders (GMS)/BOD, and relevant legal regulations;

- The BOD maintained both regular and ad hoc meetings. In 2025, the BOD regularly convened periodic and extraordinary meetings to promptly direct the implementation of key tasks;

- Resolutions and decisions issued by the BOD were promulgated in accordance with proper procedures, within its authority, and on valid legal grounds in compliance with applicable laws, meeting the practical requirements of corporate governance and management.

2.2. Supervision of the Executive Board (EB):

The Executive Board performed its management functions in line with its roles and responsibilities, strictly complying with and effectively implementing the resolutions of the General Meeting of Shareholders, as well as the resolutions

and decisions of the BOD, and applicable legal regulations. With a high sense of responsibility, the Executive Board demonstrated decisive, flexible, and close management over all Company operations, meeting the requirements of production and business organization. Up to the present, the Supervisory Board has not detected any unusual signs in the activities of the BOD and the Executive Board.

2.3. Coordination among the Supervisory Board, the Board of Directors, the Executive Board, and Shareholders:

- In general, the Board of Directors and the Executive Board closely and adequately coordinated in inspection and supervision activities and created favorable conditions for the Supervisory Board to fulfill its duties. The coordination and working relationship among the Supervisory Board, the Board of Directors, and the Executive Board were fundamentally implemented in compliance with legal regulations, resolutions of the General Meeting of Shareholders, the Company's Charter, and internal rules and regulations;

- Coordination and information exchange between the Supervisory Board and the Board of Directors and the Executive Board were maintained regularly through various channels, including direct discussions, telephone, email, and written correspondence;

- During the year, the Supervisory Board did not receive any opinions or recommendations regarding the activities of the Board of Directors and the Executive Board from state management authorities or shareholders.

2.4. Results of Appraisal of Production and Business Performance in 2025:

- In 2025, the Board of Directors and the Executive Board proactively introduced various appropriate and timely solutions, directing subsidiaries to maintain and promote production and business activities to ensure efficiency. As a result, all business segments achieved impressive growth and strong performance. Although total revenue in 2025 reached VND 699.2 billion, equivalent to 107.5% of the annual plan, it decreased by 34% compared to 2024; profit before tax reached VND 417.2 billion, equivalent to 208.6% of the annual plan, increasing by VND 173.2 billion, or 71.0% compared to 2024—an outstanding result for 2025;

- In terms of finance, the Board of Directors consistently pursued comprehensive financial restructuring; reorganized and streamlined business lines; conducted risk analysis and assessment; strengthened capital mobilization to settle overdue bank debts; strictly recovered receivables from partners and customers; and reduced and optimized costs. In 2025, the Group divested its entire 17.65 million shares (representing 70.6% of charter capital) in Duc Long Dak Nong BOT & BT Joint Stock Company to Alpha Seven Group Joint Stock

Company. The transaction had a total value of VND 529.5 billion. This divestment enables the Group to concentrate financial resources on large-scale energy and infrastructure projects;

- Business performance results and accounting data were thoroughly reviewed and strictly controlled, ensuring accuracy and legality in recording, aggregation, and reporting;

- In 2025, no abnormal signs were detected in the Company's business operations. All activities complied with the Law on Enterprises, the Law on Securities, the Company's Charter, and other relevant applicable legal regulations.

2.5. Results of Appraisal of the 2025 Financial Statements:

- In general, the Company's accounting and finance functions were properly established and organized in compliance with legal regulations, ensuring integrity and transparency, and enabling timely identification, prevention, and effective handling of risks;

- The 2025 financial statements, appraised by UHY Auditing and Consulting Company Limited, fairly, fully, and reasonably reflected the Company's production and business performance, financial position, and those of its subsidiaries as at December 31, 2025, as well as the consolidated business results for 2025. The reporting formats and disclosure practices complied with applicable accounting standards and current regulations. The financial statements were prepared and disclosed in accordance with legal requirements;

- The Supervisory Board confirmed that the financial figures presented in the reports of the Board of Directors and in the documents approved at the General Meeting of Shareholders fully and faithfully reflected the Company's current accounting and financial situation, as well as its consolidated financial position as at December 31, 2025. Key consolidated financial indicators for 2025 are presented as follows:

No.	Indicator	Unit	2024	2025	Increase (+) Decrease (-)
1	Total assets	VND million	4,348,369	4,215,910	-132,459
2	Net revenue	VND million	1,058,721	699,211	-359,510
3	Net profit from operating activities	VND million	(40,269)	446,180	486,449
4	Other income	VND million	301,364	(18,712)	-320,076
5	Total accounting profit before tax	VND million	261,095	427,467	166,372
6	Profit after corporate income tax	VND million	244,031	417,197	173,166

2.6. Report on Assessment of Related Party Transactions:

During the course of business operations, the Company conducted transactions with related parties. These transactions were carried out in a transparent and prudent manner, in compliance with applicable laws and the Company's Charter, specifically as follows:

a) Transactions between the Company, its subsidiaries, and companies in which the public company holds more than 50% of charter capital, with members of the Board of Directors and their related persons: A dividend entitlement and dividend payment arose between Duc Long Dak Nong BOT & BT Joint Stock Company and Mr. Bui Phap.

b) Transactions between the Company and entities in which members of the Board of Directors, the Supervisory Board, the Chief Executive Officer, and other managers have served or are serving as founding members, members of the Board of Directors, or Chief Executive Officers within the past three (03) years: Sale of goods and provision of services; purchase of goods and services; share transfers; lending and borrowing; loan interest income; recovery of loan principal and interest; dividend income and receipt of dividends; interest payable on borrowings; etc.

(Details of related party transactions are disclosed in the Report on Corporate Governance of the listed company of Duc Long Gia Lai Group Joint Stock Company, published on January 29, 2026 on the Company's website: <https://duelonggroup.com/bao-cao-tinh-hinh-quan-tri.html>)

PART III

PROPOSED OPERATIONAL PLAN OF THE SUPERVISORY BOARD FOR 2026

In implementation of the Resolution of the Company's Annual General Meeting of Shareholders, in 2026, the Supervisory Board will focus on the following key tasks:

- Inspect the reasonableness, legality, integrity, and level of prudence of the Board of Directors and the Chief Executive Officer in managing and operating business activities, as well as in organizing accounting, statistics, and the preparation of financial statements of the Company;
- Appraise business performance reports and quarterly and annual financial statements of the Company; review compliance with accounting standards in reporting periods and conduct ad hoc inspections when required;
- Review accounting books and relevant documents relating to corporate financial management on a periodic and ad hoc basis whenever deemed necessary or as decided by the General Meeting of Shareholders or requested by shareholders or groups of shareholders;
- Coordinate with relevant departments to support the Board of Directors,

the Executive Board, and the management of subsidiaries, through supervisors, in conducting inspections and supervision of regulations, policies, and operational procedures at the parent company, subsidiaries, and investment projects, in order to enhance governance efficiency, investment effectiveness, and timely risk warnings;

- Conduct inspections and provide explanatory reports on matters subject to review to the Board of Directors and shareholders or groups of shareholders upon request;

- Upon detecting violations of laws or the Company's Charter, issue written notices to the Board of Directors, request the violating parties to cease such violations, and propose remedial measures;

- Submit appraisal reports on annual financial statements and business performance, and participate in reporting and evaluating the management activities of the Board of Directors to the General Meeting of Shareholders at the annual meeting;

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

PART IV

PROPOSALS AND RECOMMENDATIONS OF THE SUPERVISORY BOARD

The Supervisory Board respectfully recommends that the Board of Directors and the Executive Board further promote the following activities in 2026 and the subsequent years:

4.1. It is recommended that the Board of Directors promptly convene the 2025 Annual General Meeting of Shareholders to approve key matters, including the 2025 business plan targets and other important contents, serving as a basis for the Company's strong and sustainable development in the coming years;

4.2. It is recommended that the Board of Directors continue to implement comprehensive restructuring, with a focus on financial restructuring to strengthen the Company's financial position. Efforts should be made to accelerate the recovery of receivables, coordinate with banks and credit institutions to develop debt resolution plans, and seek partners for the transfer of underperforming assets and projects in order to reduce outstanding debt and ultimately settle obligations with credit institutions, thereby creating favorable conditions for investment in the Company's strategic sectors;

4.3. It is recommended to prioritize the proposal and active implementation of renewable energy projects included in the National Power Development Plan VIII approved by the Prime Minister, as well as key infrastructure projects such as the North-South Expressway (western section) Gia Lai – Buon Ma Thuot – Gia Nghia, the Pleiku – Le Thanh Expressway, and residential, commercial-service



DUCLONG GROUP

No: 01/TTr-ĐHĐCĐ2026

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 24, 2026

PROPOSAL

Re: Approval of the 2025 Audited Financial Statements

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025 issued by the Government, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*
- *The audited 2025 Financial Statements of the Company;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 03/BB-HĐQT-ĐLGL dated March 26, 2026, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2026 Annual General Meeting of Shareholders;*
- *Relevant legal documents,*

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

1. The separate and consolidated audited financial statements for the fiscal year 2025, audited by UHY Auditing and Consulting Company Limited. The audited financial statements for 2025 have been duly disclosed in accordance with regulations and published on the Company's official website at <http://www.duclonggroup.com/>.

2. Based on the undistributed after-tax profit as presented in the audited consolidated financial statements for 2025, amounting to VND (2,091,772,642,277), the Company does not have sufficient resources to pay dividends for 2025. Accordingly, the Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the non-payment of dividends for 2025.



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

Respectfully submitted.! ./.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bui Phap





DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 24, 2026

No.: 02/TTr-DHĐCĐ2026

PROPOSAL

Regarding the Approval of the 2026 Revenue and Profit Plan

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025 issued by the Government, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*
- *The audited 2025 Financial Statements of the Company;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 03/BB-HDQT-ĐLGL dated March 26, 2026, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2026 Annual General Meeting of Shareholders;*
- *Relevant legal documents,*

Based on the Company's business and investment performance in recent years, 2026 is expected to be a year with significant fluctuations arising from the global economy as well as the State's macroeconomic policies and orientations. Taking into account the financial position of the parent company and its subsidiaries, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 revenue and profit plan as follows:

- Net revenue: VND 800,000,000,000
- Profit after tax: VND 450,000,000,000

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

Respectfully submitted.! /.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bui Phap



DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, April 24, 2026

No.: 03/TTr-DHĐCĐ2026

PROPOSAL

Regarding the Remuneration and Expenses of the Board of Directors, Supervisory Board, and Salaries of the Executive Board for 2025, and the Remuneration and Expense Plan for the Board of Directors and Supervisory Board for 2026

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025 issued by the Government, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 03/BB-HĐQT-ĐLGL dated March 26, 2026, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2026 Annual General Meeting of Shareholders;*
- *Relevant legal documents,*

The Board of Directors of Duc Long Gia Lai Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration and expenses of the Board of Directors and the Supervisory Board, and the salaries of the Executive Board for 2025; as well as the remuneration and expense plan for the Board of Directors and the Supervisory Board for 2026, as follows:

I. Remuneration for the Board of Directors, Supervisory Board, and Salaries for the Executive Board in 2025:

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

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

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

2. Remuneration for members of the Supervisory Board:

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

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

In 2025, actual revenue and profit after tax exceeded the planned targets. However, accumulated losses amounted to VND (2,091,772,642,277), and the profit for 2025 was insufficient to offset the accumulated losses from previous years. In addition, considering that the Company is still facing significant challenges in its restructuring process to fully settle bank debts in the coming years, members of the Board of Directors and the Supervisory Board have voluntarily waived their remuneration and bonuses based on the excess profit after tax over the planned targets as set out in the Resolution of the General Meeting of Shareholders for 2025.

3. Salaries for the Executive Board:

- Total income of the Executive Board in 2025: VND 1,324,709,224.

(As disclosed in Note No. 34 (page 44) of the audited separate financial statements for 2025)

II. Remuneration and Expense Plan for 2026:

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

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

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

2. Remuneration for members of the Supervisory Board:

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

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

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

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

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

Respectfully submitted.! ./.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bui Phap





DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 04/TTr-DHĐCĐ2026

Gia Lai, April 24, 2026

PROPOSAL

Regarding the Selection of the Auditing Firm for the 2026 Financial Statements

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025 issued by the Government, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 03/BB-HĐQT-ĐLGL dated March 26, 2026, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2026 Annual General Meeting of Shareholders;*
- *Relevant legal documents,*

To ensure compliance with accounting standards and the principles of transparency and disclosure in the Company's financial statements, the Board of Directors and the Supervisory Board respectfully submit to the General Meeting of Shareholders for approval the selection of an independent auditor for the Company's financial statements for 2026, as follows:

1. Criteria for Selecting the Auditing Firm:

The General Meeting of Shareholders is requested to approve the following criteria for selecting the auditing firm:

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



2. Proposal:

Based on the proposal of the Supervisory Board, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the criteria for selecting the auditing firm and to authorize the Board of Directors to select an independent auditing firm from the list of auditing firms approved by the State Securities Commission of Vietnam to audit the Company's 2026 financial statements and to conduct operational reviews of the Company (if any), ensuring that such firm meets the above criteria at the most reasonable cost.

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

Respectfully submitted! ./.

Recipients:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



[Handwritten signature]

Bui Phap





DUCLONG GROUP

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 05/TTr-DHDCD2026

Gia Lai, April 24, 2026

PROPOSAL

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

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities;*
- *Decree No. 245/2025/ND-CP dated September 11, 2025 issued by the Government, amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;*
- *The Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 03/BB-HĐQT-DLGL dated March 26, 2026, of the Board of Directors of Duc Long Gia Lai Group JSC on the preparation for the 2026 Annual General Meeting of Shareholders;*
- *Relevant legal documents,*

Based on the socio-economic conditions, the State's macroeconomic policies and regulations, as well as the financial situation of the Company and its subsidiaries, in order to ensure efficiency in corporate governance and operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders, on the basis of safeguarding the Company's interests, as follows:

1. To proactively adjust the 2026 business plan in line with market developments and legal regulations;
2. To decide on the amendment and update of business lines in accordance with the law; and to carry out procedures for amending enterprise registration contents on the Enterprise Registration Certificate in line with the adjusted business lines; on that basis, to amend and supplement the Company's Charter accordingly;
3. To carry out procedures for changing enterprise registration details on the Enterprise Registration Certificate in accordance with the head office address following administrative boundary adjustments;
4. To carry out necessary procedures to complete the notification of changes in the maximum foreign ownership ratio of the Company;



5. To decide on amendments and supplements to the Company's Charter to ensure compliance with current legal regulations;
6. To decide on the organizational and management structure in accordance with legal regulations and the Company's scale of operations from time to time;
7. To decide on private placement and/or convertible bond issuance; plans for changes in charter capital; and plans for share offerings;
8. To decide on the repurchase of more than 10% of the total issued shares of each class;
9. Transactions with related parties: In the course of business operations, the Company may conduct transactions with related parties, including the purchase and sale of goods, semi-finished products, and arising receivables/payables. These transactions occur regularly and constitute normal business activities of the Company.

The authorization by the General Meeting of Shareholders to the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders will provide the Board of Directors with the necessary flexibility and proactiveness to further enhance its role in the coming period, while also strengthening the responsibility of its members. In accordance with the Law on Enterprises, members of the Board of Directors are obligated to perform their duties honestly, prudently, and to the best of their ability in order to ensure the maximum lawful interests of the Company and its shareholders, and to remain loyal to the interests of the Company and its shareholders. In case of any violation, the violator shall be held accountable before the General Meeting of Shareholders and in accordance with the law.

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

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

Respectfully submitted! ./.

Recipients:
- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bui Phap



DUCLONG GROUP

No.: 06/TTr-ĐHĐCĐ2026

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, May 07, 2026

PROPOSAL

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

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

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 dated November 26, 2019;*
- *Charter of Duc Long Gia Lai Group Joint Stock Company;*
- *Minutes No. 03/BB-HĐQT-ĐLGL dated March 26, 2026 of the Board of Directors of Duc Long Gia Lai Group Joint Stock Company regarding the discussion of matters related to the organization of the 2026 Annual General Meeting of Shareholders;*
- *Resignation letter of Mr. Vo Mong Hung from the position of member of the Board of Directors;*
- *Nomination letter of candidate for the Board of Directors for the 2022–2027 term submitted by Mr. Bui Phap;*
- *Relevant legal documents.*

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

1. Dismissal of a member of the Board of Directors for the 2022–2027 term based on the resignation letter of Mr. Vo Mong Hung (*attached resignation letter*);
2. Additional election of a member of the Board of Directors for the 2022–2027 term, proposed for Mr. Pham Van Binh (*attached curriculum vitae*)



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

Respectfully submitted! ./.

Receipts:

- Shareholders;
- Filing;

**REP. BOARD OF DIRECTOR
CHAIRMAN**



Bui Phap



SOCIALIST REPUBLIC OF VIETNAM
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LETTER OF RESIGNATION
FROM THE POSITION OF MEMBER OF THE BOARD OF DIRECTORS

To: The 2026 Annual General Meeting of Shareholders
The Board of Directors of Duc Long Gia Lai Group Joint Stock Company

Full name : Vo Mong Hung
Year of birth : 1974
Position : Member of the Board of Directors of the Company

On June 20, 2020, at the 2020 Annual General Meeting of Shareholders, I was elected as a member of the Company's Board of Directors. To date, I have served two terms on the Board (2017–2022 and 2022–2027). Since my appointment, I have consistently fulfilled my duties in accordance with applicable laws as well as the responsibilities assigned by the General Meeting of Shareholders and the Board of Directors.

Due to personal work-related reasons, I am unable to continue serving as a member of the Board of Directors. Therefore, I respectfully submit this resignation letter to the General Meeting of Shareholders and the Board of Directors of Duc Long Gia Lai Group Joint Stock Company for approval of my resignation from the position of member of the Board of Directors.

Effective date: From the date of the Resolution of the 2026 Annual General Meeting of Shareholders.

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

Sincerely,

Gia Lai, May 4, 2026
APPLICANT

(Signed)

VO MONG HUNG



Gia Lai May 07, 2026

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

Based on the Nomination Letter for candidates to the Board of Directors and Supervisory Board for the 2022-2027 term from shareholder Bui Phap (24.80% ownership stake);

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

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

1. MR. PHAM VAN BINH

- Full name: Pham Van Binh
- Date of birth: April 06, 1966
- Educational background: Master’s degree in Development Economics
- Professional experience:



No.	Month, year	Position and place of work
1.	Nov 1986 – Aug 1989:	Officer, Planning Division of Chu Se District, Gia Lai Province;
2.	Sep 1989 – Dec 1990:	Planning Officer, Forestry and Agricultural Products Export Company of Chu Se District, Gia Lai;
3.	Jan 1991 – Aug 1996:	Specialist, Office of the People’s Committee of Chu Se District, Gia Lai Province;
4.	Sep 1996 – Aug 1998:	Student, Bachelor of Political Studies Program, Da Nang Branch (now Political Academy Region III);
5.	Sep 1998 – Sep 2000:	Deputy Head, Land Administration Division of Chu Se District, Gia Lai Province;
6.	Oct 2000 – Dec 2000:	Deputy Chief of Office, Chu Se District Party Committee, Gia Lai Province;
7.	Jan 2001 – May 2005:	Member of the District Party Committee; Chief of Office, Chu Se District Party Committee, Gia Lai Province;
8.	May 2005 – Feb 2008:	Member of the District Party Committee; Head of the Investment and Construction Project Management Board of Chu Se District, Gia Lai Province;

No.	Month, year	Position and place of work
9.	Mar 2008 – Jul 2008:	Deputy Head, Research and General Affairs Division, Office of Gia Lai Provincial Party Committee;
10.	Aug 2008 – Aug 2010:	Head, Research and General Affairs Division, Office of Gia Lai Provincial Party Committee;
11.	Sep 2010 – Jun 2016:	Deputy Chief of Office in charge of General Affairs, Office of Gia Lai Provincial Party Committee;
12.	Jul 2016 – Apr 2020:	Head of Gia Lai Economic Zone Authority;
13.	May 2020 – Jun 2025:	Director of the Department of Industry and Trade of Gia Lai Province.

- Management positions in other organizations: None
- Interests related to the company and its related parties: None



DUC LONG GIA LAI GROUP JOINT STOCK COMPANY



BALLOT

BOARD OF DIRECTORS TERM 2022–2027

Date: May 17, 2026

SHAREHOLDER'S FULL NAME:

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

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

NO.	FULL NAME	NUMBER OF VOTES
1	PHAM VAN BINH	

SHAREHOLDER'S SIGNATURE



DUCLONG GROUP

DUC LONG GIA LAI GROUP JOINT STOCK COMPANY

90 Le Duan Street, Pleiku Ward, Gia Lai Province.

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



ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

(Date: May 17, 2026)

BALLOT PAPER

Full name of shareholder/Authorized representative:

Shareholder registration number:

Shareholder code:

Number of voting shares:

In which: - Number of owned shares:

- Number of authorized shares:

VOTING CONTENT:

The shareholder shall mark an "V" in the corresponding box below:

NO.	VOTING CONTENT	Agree	Disagree	No Opinion
1.	Report of the Board of Directors on governance and performance in 2025, business plan for 2026 and subsequent years			
2.	Report on business results in 2025 and the 2026 business plan of the Executive Board			
3.	Report on activities of the Supervisory Board, self-assessment report of the Supervisory Board and Controllers.			
4.	Proposal for approval of the 2025 audited financial statements			
5.	Proposal for approval of the 2026 revenue and profit plan			
6.	Proposal on remuneration and expenses of the Board of Directors, Supervisory Board, and salaries of the Executive Board in 2025; remuneration and expense plan for 2026			
7.	Proposal on selection of audit firm for the 2026 financial statements			
8.	Proposal on authorizing the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders			
9.	Proposal on dismissal and additional election of Board members for the 2022–2027 term			

SHAREHOLDER
(Signature)