

DIC INVESTMENT AND TRADING JOINT
STOCK COMPANY (DIC Intraco)

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 266/2026/CBTT/DIC INTRACO

Ho Chi Minh City, June 26, 2026

EXTRAORDINARY INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of company: DIC INVESTMENT AND TRADING JOINT STOCK COMPANY
- Stock symbol: DIC
- Address of headoffice: 82 Tran Huy Lieu, Cau Ong Lanh Ward, Ho Chi Minh City.
- Tel: 028.39311966 Fax: 08.38439279
- Email: info@dic-intraco.vn
2. Content of information disclosure: DIC Investment and Trading Joint Stock Company hereby announces the discloses information regarding the Resolution and the documents of the 2026 Annual General Meeting of Shareholders.
3. This information was published on the company's website: <http://dic-intraco.vn/>

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

PERSON AUTHORIZED TO DISCLOSE INFORMATION



Deputy General Manager
Nguyen Anh Kiet

Số: 01/NQDHDCD.DIC-INTRACO

Ho Chi Minh City, City, June 26, 2026

**RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DIC INVESTMENT AND TRADING JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of DIC Investment And Trading Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 No 01/BBDHDCD.DIC-INTRACO on June 26, 2026.

RESOLUTION

ARTICLE 1: To approve the Report on the activities of the Board of Directors in 2025 and the plan for 2026

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

ARTICLE 2: To approve the Report on the activities of the Supervisory Board in 2025 and the plan for 2026

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

ARTICLE 3: To approve the Report of the Board of Management on the business performance in 2025 and the business plan for 2026

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

ARTICLE 4: To approve the Submission on the audited Financial Statements for 2025.

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

ARTICLE 5: To approve the Submission on the business performance results in 2025 and the profit distribution plan for 2025



The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

ARTICLE 6: To approve the Submission on the business plan for 2026

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

ARTICLE 7: To approve the Submission on the remuneration of the Board of Directors and the Supervisory Board in 2025 and the proposed remuneration plan for 2026

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders

ARTICLE 8: To approve the Submission on the selection of the independent auditor for the financial year 2026

The General Meeting of Shareholders has approved with 12.524.745 shares in favor, representing 100% of the total voting rights of all attending and voting shareholders.

This Resolution was duly adopted in its entirety by the Annual General Meeting of Shareholders 2026 of DIC Investment and Trading Joint Stock Company at the Meeting. The Board of Directors, the Board of Management, and relevant individuals shall be responsible for the implementation of this Resolution. This Resolution shall take effect from the date of signing.

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



**Chairman of the board
Nguyen Duc Hai**





Ho Chi Minh City, June 26, 2026

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- **Company name** : DIC Investment and Trading Joint Stock Company (hereinafter referred to as the “Company”)
- **Head office** : 2nd Floor, 82 Tran Huy Lieu, Ward 15, Phu Nhuan District, Ho Chi Minh City
- **Telephone** : 028 3931 8639
- **Enterprise code** : No. 0302979487 issued by Ho Chi Minh City Department of Planning and Investment, first issued on January 14, 2005, and amended for the 21st time on August 17, 2020.
- **Meeting time** : 09:00 AM, June 26, 2026
- **Meeting venue** : 29 Nguyen Khac Nhu, Cau Ong Lanh Ward, Ho Chi Minh City

DIC Investment and Trading Joint Stock Company convened the Annual General Meeting of Shareholders 2026 (hereinafter referred to as the “AGM” or “General Meeting”) with the following details:

PART I: PARTICIPANTS

1. The Company’s Board of Directors, including the following members:

- Mr. Nguyen Duc Hai - Chairman of the Board of Directors
- Ms. Le Thi Thuy Nga - Member of the Board of Directors
- Mr. Bui Thanh Nhan - Member of the Board of Directors
- Mr. Dinh Tien Dung - Member of the Board of Directors
- Mr. Vu Tien Viet - Member of the Board of Directors
- Mr. Nguyen Anh Kiet - Member of the Board of Directors
- Mr. Hoang Van Thiem - Member of the Board of Directors

2. The Company’s Supervisory Board, including the following members:

- Mr. Huynh Minh Thang - Head of the Supervisory Board

- Ms. Dang Thi Kim Chau - Member of the Supervisory Board
- Ms. Phan Thuy Tram - Member of the Supervisory Board

3. The Company's Executive Board, including the following members:

- Mr. Nguyen Duc Hai - Chairman of the Board of Directors
- Mr. Nguyen Anh Kiet - Deputy General Director
- Mr. Dinh Tien Dung - Deputy General Director
- Mr. Vu Quang - Deputy General Director
- Mr. Hoang Van Thiem - Deputy General Director

4. Representative of the independent auditing firm

The Company sent an invitation letter to Southern Auditing and Accounting Financial Consulting Services Company Limited (AASCS); however, due to certain objective reasons, the said entity was unable to attend the meeting with the Company today.

5. The shareholders:

Including shareholders or authorized representatives of shareholders of DIC Investment and Trading Joint Stock Company as per the list finalized on May 27, 2026.

PART II: MEETING OPENING INTRODUCTION

1. Report on Verification of Delegate Eligibility

- Reported by: Mr. Ho Hoang Hung – Position: Head of Delegate Verification Committee
- Report content:
 - Total number of shareholders invited All shareholders listed as of the record date of May 27, 2026, owning 26,084,560 voting shares of DIC Investment and Trading Joint Stock Company.
 - At 09 hour 00 minutes, number of delegates attending the Meeting: 51 delegates, representing 13.992.632 voting shares, accounting for 53,6434% of the total voting shares of all shareholders entitled to vote.

Based on the provisions of applicable law and the Company Charter, the 2026 Annual General Meeting of Shareholders of DIC Investment and Trading Joint Stock Company is qualified to proceed.

2. Flag salute and statement of purpose.

3. Introduction of the Chairman of the Meeting

4. Ms. Le Thi Thuy Nga, on behalf of the Chairman of the Meeting, presented the Working Regulations of the 2026 Annual General Meeting of Shareholders

5. Introduction of the Presiding Committee, the Vote Counting Committee and the Meeting Secretary



Presiding Committee:

- Mr. Nguyen Duc Hai – Chairman of the Board of Directors, Chairman of the Meeting
- Mr. Dinh Tien Dung – Member of the Board of Directors

Vote Counting Committee:

- Ms. Vu Kieu Linh – Head of the Vote Counting Committee
- Mr. Duong Dinh Minh Nhut – Member of the Vote Counting Committee
- Ms. Nguyen Phuong Thanh – Member of the Vote Counting Committee

The Chairman of the Meeting introduced the Meeting Secretary:

- Ms. Vu Thi Ni Na

6. Ms. Le Thi Thuy Nga, on behalf of the Presiding Committee, presented the Meeting Agenda.

After the Working Regulations of the 2026 Annual General Meeting of Shareholders, the composition of the Presiding Committee, the Vote Counting Committee, and the Meeting Agenda had been presented, the attending shareholders voted electronically, and the voting results were as follows:

Voting Results

- Total ballots issued: 51, representing 13,992,632 voting shares, equivalent to 100.0000% of the total voting shares represented at the Meeting.
- Total ballots collected: 42, representing 12,523,745 voting shares, equivalent to 89.5024% of the total voting shares represented at the Meeting.
- Total ballots not returned: 9, representing 1,468,887 voting shares, equivalent to 10.4976% of the total voting shares represented at the Meeting.

The detailed voting results for each agenda item are as follows:

Agenda Item 01: Approval of the Working Regulations of the 2026 Annual General Meeting of Shareholders

Valid ballots: 42, representing 12,523,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 42, representing 12,523,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, the Working Regulations of the 2026 Annual General Meeting of Shareholders were duly approved.

Agenda Item 02: Approval of the Meeting Personnel, including the Presiding Committee and the Vote Counting Committee

Valid ballots: 42, representing 12,523,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 42, representing 12,523,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, the Meeting Personnel, including the Presiding Committee and the Vote Counting Committee, were duly approved.

Agenda Item 03: Approval of the Meeting Agenda

Valid ballots: 42, representing 12,523,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 42, representing 12,523,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, the Meeting Agenda was duly approved.

PART III. MEETING PROCEEDINGS

A. PRESENTATION OF REPORTS

Agenda Item 01: Report on the Operations of the Board of Directors in 2025 and the Operational Plan for 2026

Presenter: Mr. Dinh Tien Dung – Member of the Board of Directors

Agenda Item 02: Report on the Operations of the Board of Supervisors in 2025 and the Operational Plan for 2026

Presenter: Mr. Huynh Minh Thang – Head of the Board of Supervisors

Agenda Item 03: Report of the Board of Management for 2025

Presenter: Mr. Hoang Van Thiem – Deputy General Director

B. PRESENTATION OF PROPOSALS

Agenda Item 04: Proposal on the Audited Financial Statements for 2025

Presenter: Mr. Nguyen Anh Kiet – Deputy General Director

Agenda Item 05: Proposal on the 2025 Business Performance and Profit Distribution

Presenter: Mr. Nguyen Anh Kiet – Deputy General Director

Agenda Item 06: Proposal on the 2026 Business Plan

Presenter: Mr. Nguyen Anh Kiet – Deputy General Director

Agenda Item 07: Proposal on the Remuneration of the Board of Directors and the Board of Supervisors for 2025 and the Remuneration Plan for the Board of Directors and the Board of Supervisors for 2026

Presenter: Mr. Nguyen Anh Kiet – Deputy General Director

Agenda Item 08: Proposal on the Selection of the Independent Auditor for the 2026 Financial Statements



Presenter: Mr. Huynh Minh Thang – Head of the Board of Supervisors

PART IV. SHAREHOLDERS' OPINIONS

No comments or discussion were raised by the shareholders.

PART V. VOTING BY SHAREHOLDERS

From the opening of the Meeting until 10:25 a.m., a total of 51 shareholders/proxies were in attendance, representing 13,992,632 voting shares, equivalent to 53.6434% of the total voting shares of all shareholders entitled to vote.

Ballot Statistics

- Total ballots issued: 51, representing 13,992,632 voting shares, equivalent to 100.0000% of the total voting shares represented at the Meeting.
- Total ballots collected: 43, representing 12,524,745 voting shares, equivalent to 89.5096% of the total voting shares represented at the Meeting.
- Total ballots not returned: 8, representing 1,467,887 voting shares, equivalent to 10.4904% of the total voting shares represented at the Meeting.

The General Meeting considered and voted electronically on the following agenda items:

Agenda Item 01: Report on the Operations of the Board of Directors in 2025 and the Operational Plan for 2026

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 01 was duly approved with 100% of the valid votes cast.



Agenda Item 02: Report on the Operations of the Board of Supervisors in 2025 and the Operational Plan for 2026

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 02 was duly approved with 100% of the valid votes cast.

Agenda Item 03: Report of the Board of Management for 2025

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 03 was duly approved with 100% of the valid votes cast.

Agenda Item 04: Proposal on the Approval of the Audited Financial Statements for 2025

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.



- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 04 was duly approved with 100% of the valid votes cast.

Agenda Item 05: Proposal on the 2025 Business Performance and Profit Distribution

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 05 was duly approved with 100% of the valid votes cast.

Accordingly, Agenda Item 05 was duly approved with 100% of the valid votes cast.

Agenda Item 06: Proposal on the 2026 Business Plan

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 06 was duly approved with 100% of the valid votes cast.

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Agenda Item 07: Proposal on the Remuneration of the Board of Directors and the Board of Supervisors for 2025 and the Remuneration Plan for the Board of Directors and the Board of Supervisors for 2026

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 07 was duly approved with 100% of the valid votes cast.

Agenda Item 08: Proposal on the Selection of the Independent Auditor for the Financial Statements for the Fiscal Year 2026

Voting Results

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

Accordingly, Agenda Item 08 was duly approved with 100% of the valid votes cast.

PART VI. ADOPTION OF THE MEETING MINUTES

From the opening of the Meeting until 10:45 a.m., a total of 51 shareholders/proxies were in attendance, representing 13,992,632 voting shares, equivalent to 53.6434% of the total voting shares of all shareholders entitled to vote.

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Ms. Vu Thi Ni Na read the Minutes of the Meeting and the Resolution of the 2026 Annual General Meeting of Shareholders. The General Meeting then conducted electronic voting, and the voting results were as follows:

Valid ballots: 43, representing 12,524,745 voting shares, equivalent to 100% of the total voting shares represented by shareholders attending and voting, of which:

- Votes in favor: 43, representing 12,524,745 voting shares, equivalent to 100%.
- Votes against: 0, representing 0 voting shares, equivalent to 0%.
- Abstentions: 0, representing 0 voting shares, equivalent to 0%.

Invalid ballots: 0, representing 0 voting shares, equivalent to 0%.

This Minutes was made into 04 copies and kept at DIC Investment and Trading Joint Stock Company.

The General Meeting was concluded at 11 hour 00 on the same day.

SECRETARY


Vũ Thị Ni Na

P.P. PRESIDUM

Chairperson




**Chairman of the board
Nguyen Duc Hai**



DIC INVESTMENT & TRADING JOINT STOCK COMPANY
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS



Report on the Board of Directors' operation in
2025 and operation plan for 2026

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06/2026

I. GENERAL SITUATION

In 2025, the global economy continued to face significant uncertainties as geopolitical conflicts expanded across regions and trade protectionism intensified. The global landscape remained complex, characterized by a mix of opportunities and challenges. In addition, financial and monetary risks, climate change, and extreme weather events continued to place increasing demands on the resilience and risk management capabilities of economies.

Against this backdrop, the Board of Directors (the “BOD”) adopted a prudent approach in setting objectives and strategic directions for 2026, aiming to help DIC overcome ongoing market challenges.

The BOD acknowledges the solidarity and dedicated efforts of all employees under difficult conditions. The BOD also recognizes the strong performance of the Board of Management (the “BOM”) in exercising effective leadership, demonstrating flexibility in cost optimization measures, and making adaptive investment decisions with a focus on core business activities, while ensuring compliance with applicable regulations in management, direction, and supervision of the Company’s operations.

II. THE BOARD OF DIRECTORS' OPERATION IN 2025

1. Summary of Meetings of the Board of Directors

The Board of Directors consists of 07 members, including:

No.	Name	Position	Qualification	Position held in other organizations	Note
1	Mr. Nguyen Duc Hai	Chairperson of Board of Directors	Bachelor	Chairman of the Board of Directors of Minh Phong Transport Trading Joint Stock Company	
2	Ms. Le Thi Thuy Nga	Member of the Board of Directors	Bachelor		
3	Mr. Bui Thanh Nhan	Member of the Board of Directors		Director of NHT Investment and Trading Development Company Limited.	
4	Mr. Dinh Tien Dung	Member of the Board of Directors	Bachelor		

Report on the Board of Directors' operation in 2024 and operation plan for 2026

No.	Name	Position	Qualification	Position held in other organizations	Note
5	Nguyen Anh Kiet	Member of the Board of Directors	Master		
6	Hoang Van Thiem	Member of the Board of Directors	Bachelor	Chairman of the Board of Directors cum General Director of DIC Minerals Joint Stock Company	
7	Vu Tien Viet	Member of the Board of Directors	Bachelor	Director of BMC Mineral Investment Company Limited	

In 2025, the Board of Directors convened meetings in accordance with the Company's Charter. The meeting agendas primarily focused on the following matters:

No.	Minutes No.	Meeting Date	Meeting agenda
1	01-2025/BBHQQT.DIC-INTRACO	March 04, 2025	Minutes of the Board of Directors' <i>regular meeting for Q1 2025</i>
2	02-2025/BBHQQT.DIC-INTRACO	May 08, 2025	Minutes of the Board of Directors' regarding: <i>The extension of the time for holding the 2025 Annual General Meeting of Shareholders</i>
3	03-2025/BBHQQT.DIC-INTRACO	May 12, 2025	Minutes of the Board of Directors' regarding: <i>Regarding the Convening of the 2025 Annual General Meeting of Shareholders</i>
4	04-2025/BBHQQT.DIC-INTRACO	May 14, 2025	Minutes of the Board of Directors' regarding: <i>Approval of the resignation submitted by Mr. Nguyen Manh Chien from the position of Deputy General Director of DIC Investment and Trading Joint Stock Company</i>
5	04-2025/BBHQQT.DIC-INTRACO	June 05, 2025	Minutes of the Board of Directors' regarding: <i>Approval of documents and official timing for the 2025 Annual General Meeting of Shareholders</i>
6	05-2025/BBHQQT.DIC-INTRACO	June 27, 2025	Minutes of the Board of Directors' regarding: <i>Election of the Chairman of the Board of Directors of DIC Investment and Trading Joint Stock Company</i>

Report on the Board of Directors' operation in 2024 and operation plan for 2025

No.	Minutes No.	Meeting Date	Meeting agenda
7	06-2025/BBHĐQT.DIC-INTRACO	July 31, 2025	Minutes of the Board of Directors' regarding: <i>Approval of the Execution of Contracts and Transactions between the Company and Related Parties</i>
8	07-2025/BBHĐQT.DIC-INTRACO	November 28, 2025	Minutes of the Board of Directors' <i>regular meeting for Q4 2025</i>

2. Resolutions and Decisions of the Board of Directors

In 2025, the BOD issued six (06) resolutions relating to business operations and other matters. All resolutions and decisions were unanimously approved by the members and were in compliance with the Company's Charter.

No.	Resolution/Decision Number	Date	Content
1	02-2025/NQHĐQT.DIC-INTRACO	May 08, 2025	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>The extension of the time for holding the 2025 Annual General Meeting of Shareholders</i>)
2	03-2025/NQHĐQT.DIC-INTRACO	May 12, 2025	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Regarding the Convening of the 2025 Annual General Meeting of Shareholders</i>)
3	04-2025/NQHĐQT.DIC-INTRACO	May 14, 2025	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Approval of the resignation submitted by Mr. Nguyen Manh Chien from the position of Deputy General Director of DIC Investment and Trading Joint Stock Company</i>)
4	04-2025/NQHĐQT.DIC-INTRACO	June 05, 2025	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Approval of documents and official timing for the 2025 Annual General Meeting of Shareholders</i>)

No.	Resolution/Decision Number	Date	Content
5	05-2025/NQHĐQT.DIC-INTRACO	June 27, 2025	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: Election of the Chairman of the Board of Directors of DIC Investment and Trading Joint Stock Company)
6	06-2025/NQHĐQT.DIC-INTRACO	June 31, 2025	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: Approval of the Execution of Contracts and Transactions between the Company and Related Parties)

3. Results of the Board of Directors' supervision the Board of Management:

The Board of Directors highly appreciates the efforts of the Board of Management and all departments in implementing the 2025 business and production plan. Over the past year, the Board of Management has effectively carried out the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors. It has fulfilled its role by closely monitoring the Company's operations across all aspects and by proposing timely, flexible, and appropriate management solutions aligned with the Company's development orientation. The directives and recommendations of the Board of Directors have been fully and promptly implemented by the Board of Management, with detailed reports on the results, demonstrating a high sense of responsibility. Although the business results did not meet expectations, in the context of the current economic challenges and increasingly fierce market competition, the Board of Directors still highly values the unwavering commitment and tireless efforts of the Board of Management.

During the past year, the Board of Directors supervised the Board of Management in the following areas:

- Monitoring the preparation of the standalone and consolidated financial statements for Q1/2025, Q2/2025, Q3/2025, Q4/2025, the semi-annual reviewed financial statements, and the 2025 audited annual financial statements.
- Directing the strict compliance with reporting regimes and information disclosure requirements in accordance with the regulations.
- Supervising, directing the Board of Management to implement the resolutions and decisions of the Board of Directors.

Report on the Board of Directors' operation in 2025 and operation plan for 2026

- Overseeing the consolidation and governance of the Company's head office, factories, and subsidiaries.
- Coordinating regularly with the Board of Management and relevant departments to assess the financial capacity of customers with overdue debts and directing the implementation of debt recovery measures for such clients.
- Requesting the Board of Management to analyze the 2025 business results report, propose remedial actions, and develop the business and production plan for 2026.
- Modifying the organizational structure and reorganizing departments and personnel to strengthen management and improve work efficiency.

4. Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Management

In 2025, the remuneration of the Board of Directors was approved by the General Meeting of Shareholders as follows:

Unit: VND / month

Position	Remuneration	Operating expenses	Other Benefits
Chairperson of Board of Directors	5,000,000	-	-
Member of the Board of Directors	3,000,000	-	-
Total	20,000,000	-	-
Total expenditure in 2025	168,000,000	-	-

III. REPORT ON TRANSACTIONS

1. Transactions between the company, its subsidiaries, or entities in which the public company holds 50% or more of charter capital, and members of the Board of Directors or their related persons:

In the first six months of 2025, the Company had a transaction with BMC Trading Production Company Limited, BMC Mineral Investment Company Limited and Minh Phong Trading Transportation corporation, specifically as follows:

No.	Name of Related Organization/Individual	Relationship with the Company	Transaction Details, Value
1	BMC Production and Trading Company Limited	Related Party of Mr. Nguyen Duc Hai	Borrowing money: 3.618.000.000 VND Partnership payment: 4.934.626.281 VND
2	BMC Mineral Investment Company Limited	Related Party of Mr. Vu Tien Viet	Borrowing money: 41.253.750.396 VND Partnership payment: 32.410.000.000 VND
3	Minh Phong Trading Transportation corporation	Related Party of Mr. Nguyen Duc Hai	Partnership payment: 435.000.000 VND

2. Transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the transaction: Details are presented in Section III.3.

IV. Board of Directors' Operation Direction in 2026

➤ For production activities:

Due to the frozen real estate market, the Company's factories were forced to suspend operations. The Executive Board was required to assign personnel to monitor, supervise, and preserve assets and machinery to prevent loss or damage.

➤ For commercial activities:

The Company also coordinated with joint venture and associated companies to monitor operational progress, striving to fulfill the set targets to the highest extent possible, maximize revenue and profit, and thereby contribute positively to the consolidated business results of the Company.

The Company continues to actively seek potential partners for joint ventures and strategic alliances in order to enhance corporate capacity, expand operations effectively, and leverage the Company's strengths and core competencies

The above constitutes a summary report on the Board of Directors's operation in 2025 and the operation orientation for 2026.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**FOR BOARD OF DIRECTORS
CHAIRMAN**



NGUYỄN ĐỨC HAI



Ho Chi Minh City, June 26 , 2026



**BOARD OF SUPERVISORS' OPERATION REPORT AND
OPERATION PLAN FOR 2026
AT THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

Dear Shareholders,

In accordance with the functions and duties of the Board of Supervisors as stipulated in the Law on Enterprises; the Articles of Association of DIC Investment and Trading Joint Stock Company (DIC Intraco); and the Regulation on the organization and operation of the Board of Supervisors, we hereby present to the General Meeting of Shareholders the Board of Supervisors's report on inspection and supervision conducted in 2025 as follows:

A. OPERATION OF THE BOARD OF SUPERVISORS IN 2025:

1. Summary of Meeting of the Board of Supervisors

The Board of Supervisors consists of 03 members and held a total of 02 meetings during the year. All members of the Board of Supervisors attended the meetings in full and assigned representatives to attend the meetings of the Board of Directors.

No.	Members of the Board of Supervisors	Position	he date becoming to be the member of the Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence
1	Ms. Phan Thuy Tram	Head of the Board of Supervisors 2020–2025 Term	Appointed as the Head of the Board of Supervisors from October 20, 2020.	02	100%	

2	Ms. Dang Thi Kim Chau	Member	Appointed as a member of the Board of Supervisors from October 20, 2020	02	100%	
3	Ms. Nguyen Thi Diep	Member	Appointed as a member of the Board of Supervisors from October 20, 2020	01	50%	The term concluded effective from June 27, 2025
4	Mr. Huynh Minh Thang	Head of the Board of Supervisors 2025–2030 Term	Head of the Board of Supervisors 2025–2030 Term	01	50%	Appointed the Head of the Supervisory Board with effect from June 27, 2025

2. Conclusion on the Activities of the Board of Supervisors

In 2025, the Board of Supervisors of DIC Intraco proactively conducted inspection and supervision of the Company's business operations in accordance with applicable laws and the Company's Charter. The main activities of the Board of Supervisors in 2025 included:

- Periodic on-site inspections and assessments of the Company's 2025 business performance reports.
- Supervision and review of the compliance and appropriateness of decisions made by the Board of Directors and the Executive Board within their delegated authority;
- Inspection of the implementation of the 2025 Annual General Meeting of Shareholders' Resolutions;
- Submission to the Board of Directors for selection of the auditing consultancy firm in accordance with the resolution of the General Meeting of Shareholders.

3. Remuneration, operating expenses and other benefits of the Board of Supervisors

In 2024, the remuneration of the Board of Supervisors was approved by the General Meeting of Shareholders as follows:



Unit: VND

Title	Number of people	Monthly remuneration per member	Total monthly remuneration	Number of months	Total
Board of Supervisors			9.900.000		118.800.000
Head of Board of Supervisors	1	4.500.000	4.500.000	12	54.000.000
Member of Board of Supervisors	2	2.700.000	5.400.000	12	64.800.000
Total			9.900.000		118.800.000

B. RESULTS OF SUPERVISION ON COMPANY OPERATIONS AND FINANCIAL PERFORMANCE IN 2024.

1. Supervision of the Implementation of the Business and Production Plan:

Due to ongoing socio-economic challenges in 2025 and the global economy continuing to face various risks, the Company's business operations were affected by international economic fluctuations, impacting not only the Company but also the broader national economy. Overall, in 2025, the Company did not achieve the targets set out in the resolutions of the 2025 Annual General Meeting of Shareholders. Specifically:

1.1. Business results in 2024:

Unit: million dong

No.	Criteria	Implementation in 2025		Implementation in 2024		% Implementation in 2025/Implementation in 2024	
		Parent Company	Consolidated	Parent Company	Consolidated	Parent Company	Consolidated
1	Total value of assets	1.132.396	1.128.837	1.135.878	1.127.453	-0,3%	0,1%
2	Net sales	26.596	27.652	90.495	92.248	-70,6%	-70%
3	Profit before tax	1.435	774	-6.862	-7.873	-120,9%	-109,8%
4	Profit after tax	1.435	774	-6.862	-7.873	-120,9%	-109,8%

No	Criteria	Plan in 2025		Implementation in 2025		% Implementation in 2025/Plan in 2025	
		Parent Company	Consolidated	Parent Company	Consolidated	Parent Company	Consolidated
1	Total value of assets			1.132.395	1.128.836		
2	Net sales	600.000	610.000	26.596	27.652	4,4%	4,5%
3	Profit before tax	230	250	1.435	774	623,9%	309,6%
4	Profit after tax			1.435	774		

By the end of 2025, the Company did not fulfill its planned targets. Consolidated net revenue reached VND 27 billion, equivalent to 4.4% of the annual target. The parent company recorded VND 26 billion in net revenue, fulfilling only 4.5% of the plan. The parent company's pre-tax profit was VND 1.4 billion, and the consolidated pre-tax profit was VND 0.7 billion. With such business results, the Company failed to achieve the performance indicators approved at the 2024 Annual General Meeting of Shareholders.

Regarding the business performance of product lines in 2025:

In 2025, the Company faced numerous difficulties and challenges, particularly the continuous increase in input material costs for production and fierce market competition.

The real estate market experienced a stagnation in new project developments, while infrastructure projects were delayed. This significantly affected the building materials (construction materials) segment, as these sectors are the main consumption channels for such products.

1.2 . Financial situation of the Company:

During the year, due to industry-wide difficulties, the Company's business activities were unstable. The recovery of receivables was challenging, and the Company's investment projects did not yield effective results, leading to a shortage of operating capital.

Despite efforts to overcome these difficulties, revenue across all business segments decreased compared to the same period of the previous year.

1.3 Appraisal of Financial Statement:

a. Summary of the Parent Company's Balance Sheet:

Unit: Billion dong

Items	2025	2024	Fluctuation
Current assets	976,5	977,3	-0,08%
Non-current assets	155,8	158,5	-1,7%
Total assets	1132,3	1.135,8	-0,31%
Liabilities	1191,4	1.196	-0,38%
Owners' equity	-59	-60	1,67%
Total Capital Sources	1132,3	1.136	-0,33%

Observations on several key indicators from the Parent Company's financial statements:

* As compared to the beginning of the year, the total assets in 2025 decreased by 0.31%, in which:

Current assets declined, mainly due to the following reasons:

+ A decrease in short-term receivables compared to the beginning of the year.

* As compared to the beginning of the year, the total liabilities and equity in 2025 also decreased by 0.33%, in which:

+ Short-term liabilities as of December 31, 2025 amounted to VND 1,191 billion, a decrease of VND 5 billion.

+ Taxes and other payables to the State decreased by VND 2 billion.

+ Short-term accrued expenses decreased by VND 4 billion compared to 2024.

In which: Financial expenses amounted to over VND 7 billion, mainly for loan repayments.

The pressure to meet monthly debt repayments, including both principal and interest, remains extremely high. The Company's business and production operations are heavily reliant on borrowed capital. As of December 31, 2025, equity was negative VND 59 billion.

The charter capital of the Parent Company stood at VND 266 billion.

b. Business Performance of the Parent Company:

Unit: Billion dong

Items	In 2025	In 2024	Fluctuation
Net sales	26,6	90,5	-70,61%
Cost of capital	-	-	-
Profit before tax	1,4	-6,8	120,6%

In summary, in 2025, both net revenue and profit before tax decreased compared to the same period in 2024.

2. Restructuring of Financial Investments:

- Regarding capital contributions to project implementation: The Company's capital investments in real estate projects have proven ineffective, resulting in capital stagnation and negatively impacting the Company's business and production activities.

❖ Consolidated Business Results:

Unit: Billion dong

Items	In 2025	In 2024	Fluctuations (%)
Total net revenues	27	92	-70,6%
Profit before tax	-	-	-
Profit after tax	0,7	-7,8	108,9%

C. SUPERVISION RESULTS ON THE BOARD OF DIRECTORS AND GENERAL DIRECTOR

Through its supervision of business activities in 2025, the Board of Supervisors found that the Board of Directors and the Board of Management directed the Company's operations in accordance with their functions, responsibilities, and authority as prescribed by law, the Company's Charter, and Resolutions of the General Meeting of Shareholders. Specifically as follows:

1. Supervision results for the Board of Directors

- In order to effectively carry out the supervisory function over business operations and enhance governance effectiveness amid ongoing challenges, the Board of Directors promptly issued Resolutions/Decisions providing guidance and direction on strategies, investments, and management activities in alignment with the actual circumstances of the Company.

- The Board of Directors fully performed its responsibilities and strictly complied with the Law on Enterprises, the Law on Securities, the Company's Charter, and other relevant legal regulations.

- Resolutions issued by the Board of Directors were within its scope of authority and complied with the Resolutions of the General Meeting of Shareholders, the Law on Enterprises, the Law on Securities, and other applicable legal provisions.

2. Supervision Results on the Board of Management.

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- In the context of ongoing difficulties and challenges throughout 2025, the Executive Board managed and operated the Company's business activities in accordance with the delegation of authority between the Board of Directors and the Board of Management.

- The Board of Management implemented management measures, cost-cutting strategies, and cash flow control to maintain stable business operations during this challenging period.

- The Board of Management regularly reported to the Board of Directors and sought guidance when necessary, ensuring that all business activities were executed in compliance with the Resolutions of the Board of Directors.

D. RESULTS ON EVALUATING THE COORDINATION OF ACTIVITIES BETWEEN THE BOARD OF SUPERVISORS AND THE BOARD OF DIRECTORS, GENERAL DIRECTOR AND SHAREHOLDERS

- The Board of Supervisors supervises the Board of Directors, the Board of Management in the management and operation of the Company. Members of the Board of Directors, the Board of Supervisors, and the Board of Management maintained collaborative communication and mutual information exchange in a cooperative spirit, thereby facilitating the execution of their respective duties.

- The Board of Directors invited the Board of Supervisors to attend all Board meetings. Most materials, including meeting minutes, resolutions, reports, and proposals submitted by the Board of Management to the Board of Directors for approval, were also shared with the Board of Supervisors in a timely manner.

- The Board of Supervisors was provided with documentation related to all internal meetings concerning the implementation, interim review, and final summary of the Company's business activities across all areas of operation.

- The Board of Directors and the Board of Management supported and facilitated the Board of Supervisors in fulfilling its duties.

- Members of the Board of Directors, the Board of Management, and other managerial personnel of the Company supplied relevant information and documents related to the Company's operations as requested by the Board of Supervisors.

E. REPORT ON TRANSACTIONS WITH RELATED PARTIES

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1. Transactions between the company, its subsidiaries, or entities in which the public company holds 50% or more of charter capital, and members of the Board of Directors or their related persons:

No.	Organization name	Relationship with the Company	Transaction Content, Value
1	BMC Production and Trading Company Limited	Related Party of Mr. Nguyen Duc Hai	Borrowing money: 3.618.000.000 VND Partnership payment: 4.934.626.281 VND
2	BMC Mineral Investment Company Limited	Related Party of Mr. Vu Tien Viet	Borrowing money: 41.253.750.396 VND Partnership payment: 32.410.000.000 VND
3	Minh Phong Trading Transportation corporation	Related Party of Mr. Nguyen Duc Hai	Partnership payment: 435.000.000 VND

2. Transactions between the Company and companies in which a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the transaction: Details are presented in Section III.3

F. OPERATION DIRECTION IN 2026

1. Recommendations

The Board of Supervisors generally agrees with the figures and content of the 2025 business performance report. The Board of Supervisors makes the following recommendations:

- The Board of Directors should instruct the Executive Board to strictly control investment expenses and manage cash flow effectively. Strengthen internal control and risk management practices.

- Regarding debt collection: Given that the Company's liquidity heavily depends on receivables, it is recommended that the Company take decisive measures to collect outstanding debts, recover unprofitable investments, and prioritize working with financially capable customers to minimize the risk of bad debt. Strictly comply with regulations related to the provisioning for doubtful debts.

- The Company must ensure accurate and lawful accounting practices in accordance with relevant financial regulations.

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2. Board of Supervisors's Operation Plan for 2026:

- Monitor the implementation of resolutions passed by the Annual General Meeting of Shareholders (AGM).
- Oversee compliance with the laws of the State, the Company's Charter, and the execution of Resolutions and Decisions issued by the Board of Directors.
- Appraise the Company's annual financial statements. Submit reports on evaluation of the business reports, semi-annual or annual financial statements of the company and reports on evaluation of the management of the Board of Directors to the General Meeting of Shareholders at the annual meetings.
- Other duties in accordance with the Law on Enterprises and the Charter of the Company.

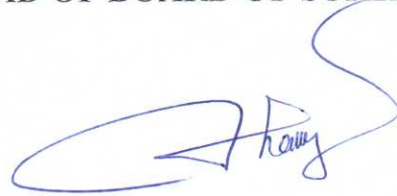
The above is the Board of Supervisors's operation report in 2025 and its operation plan for 2026.

Sincerely thanks!

**FOR BOARD OF SUPERVISORS
HEAD OF BOARD OF SUPERVISORS**

Recipients:

- The 2026 General Meeting of Shareholders;
- Board of Directors;
- Save: Board of Supervisors.



HUYNH MINH THANG



**DIC INVESTMENT & TRADING JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**



**REPORT OF BOARD OF
MANAGEMENT
YEAR 2025**

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06/2026



The Board of Management of DIC Investment and Trading Joint Stock Company respectfully presents the report on the business performance in 2025 and the business plan for 2026 as follows:

I. INCOME STATEMENT 2025

1. Overview of Business and Production Activities in 2025

In 2025, the global economy continued to evolve amid geopolitical volatility and the restructuring of global supply chains. Prolonged tariff tensions, armed conflicts in Russia–Ukraine and the Middle East, as well as potential conflicts in South America and the Asia-Pacific region, together with climate change and natural disasters, have all contributed to a slowdown in global economic growth.

Short-term supportive factors such as fiscal stimulus measures or interest rate easing in certain countries have not been sufficient to offset long-term risks stemming from high debt levels, inflation, and geopolitical instability. Global growth in 2025 remained stable at approximately 3.0%–3.1%, lower than 3.2% in 2024, with uneven performance across regions (IMF, 2025).

Vietnam’s socio-economic landscape in 2025 also experienced significant changes. Comprehensive institutional reforms, organizational streamlining, and the implementation of a two-tier local government model were carried out in a decisive and coordinated manner. Efforts to prevent and mitigate natural disasters, ensure social order and security, and maintain social welfare were also emphasized.

In addition, the Government issued and directed the implementation of numerous strategic policies, including nine (09) major strategic decisions, ninety-nine (99) laws and resolutions, and three hundred seventy-seven (377) decrees, along with various guiding documents—the highest number to date. These have created breakthroughs in institutional frameworks, with priorities placed on science and technology development, digital transformation, private sector development, state economic sector strengthening, and the gradual completion of the legal framework for new economic models.

The coordinated implementation of monetary, fiscal, and other macroeconomic policies has played a crucial role in achieving high growth targets, controlling inflation, maintaining macroeconomic stability, and ensuring social welfare.

During the year, the Management of DIC Intraco made significant efforts to fulfill its roles in managing, directing, and supervising the Company’s operations in compliance with applicable laws, the Company’s Charter, and resolutions of the General Meeting of

Shareholders. Despite unfavorable business conditions and numerous challenges, the Company's employees remained determined and united in overcoming difficulties and implementing business operations in line with the approved strategies and plans.

2. Key Economic Indicators

In response to the challenging environment, the Management and employees made continuous efforts to adjust business strategies, eliminate underperforming business lines, implement cost control measures, and minimize adverse market impacts.

As at the end of the fiscal year 2025, the Company's business performance showed signs of improvement compared to 2024. Key indicators are summarized as follows:

2.1 Total Assets, Revenue, and Profit of the Parent Company and Consolidated Figures in 2025 Compared to 2024

Unit: million dong

No.	Criteria	Implementation in 2025		Implementation in 2024		% Implementation in 2025/Implementation in 2024	
		Parent Company	Consolidated	Parent Company	Consolidated	Parent Company	Consolidated
1	Total value of assets	1.132.396	1.128.837	1.135.878	1.127.453	-0,3%	0,1%
2	Net sales	26.596	27.652	90.495	92.248	-70,6%	-70%
3	Profit before tax	1.435	774	-6.862	-7.873	-120,9%	-109,8%
4	Profit after tax	1.435	774	-6.862	-7.873	-120,9%	-109,8%

2.2 Actual Revenue and Profit of the Parent Company and Consolidated Results Compared to the Approved Plan

Unit: million dong

No.	Criteria	Plan in 2025		Implementation in 2025		% Implementation in 2025/Plan in 2025	
		Parent Company	Consolidated	Parent Company	Consolidated	Parent Company	Consolidated
1	Net sales	600.000	610.000	26.596	27.652	4,4%	4,5%
2	Profit before tax	230	250	1.435	774	623,9%	309,6%

2.3 Consolidated Revenue and Profit Achieved in 2025 Compared to 2024

Unit: million dong

No.	Criteria	In 2024	In 2023	% Increase/ decrease
1	Total value of assets	1.128.836	1,127,453	0,1%
2	Net sales	27.652	92,248	-70%
3	Profit before tax	774	-7,873	109,8%
4	Profit after tax	774	-7,873	109,8%

2.4 Key Liquidity Ratios

Items	Unit	2023	2024
Solvency criteria			
+ Short-term payment coefficient:	Time	0,81	0,82
+ Quick payment ratio:	Time	0,67	0,68
Criteria on capital structure			
+ Debt ratio/ total assets	Time	1,06	1,05
+ Debt ratio/ owner's equity	Time	-18,69	-20,78
Performance criteria			
+ Inventory turnover	Turns	-	-
+ Turnover of receivables	Turns	0,10	0,03
+ Turnover of payables	Turns	-	-
+ Total asset turnover	Turns	0,08	0,02
+ Turnover of fixed assets	Turns	1,26	0,39
+ Working capital turnover	Turns	1,10	0,03
Profitability target			
+ Profit after tax/ net revenue	%	-8,53%	2,80%
+ Profit after tax/equity ratio	%	12,36%	-1,36%
+ Profit after tax/Total assets ratio	%	-0,70%	0,07%
+ Profit from operation activities/ Net revenue	%	-10,33	10,08%

As at the end of fiscal year 2025, the Parent Company's net revenue reached VND 26.5 billion, representing 4.4% of the planned target and 29.4% compared to the same period of the previous year. Meanwhile, consolidated net revenue amounted to VND 27.6 billion, achieving 4.5% of the planned target and 30.0% compared to the results of 2024. Profit before tax of the Parent Company reached VND 1.4 billion, exceeding the planned target by 623.9% and increasing by 120.9% compared to the same period of the previous year. Consolidated profit before tax amounted to VND 774 million, exceeding the planned

target by 309.6% and increasing by 109.8% compared to the results of 2024. Total assets of the Parent Company stood at VND 1,132 billion, decreasing by 0.3% compared to 2024. Although revenue has not met expectations, the improvement in profitability provides a positive foundation for the Company to continue its restructuring efforts and pursue sustainable growth in the coming years.

Although the results for 2025 did not meet expectations, the Company's management and employees remained united, demonstrating strong determination and continuous efforts to identify sustainable directions for the business. The Company consistently recognizes that coal supply for power generation is a critical and essential sector, playing a vital role in supporting national economic development targets, as well as ensuring energy security and social welfare. Coal-fired thermal power continues to be an important component in maintaining a stable and reliable energy supply for the country. In light of this, the Company's Management has proactively coordinated with relevant stakeholders and engaged in working sessions with Duyen Hai Thermal Power Plant, Vinh Tan Thermal Power Plant, Song Hau 1 Thermal Power Plant, and Quang Trach Thermal Power Plant to explore and secure coal supply contracts for 2026.

3. Organizational Structure and Management Policy Improvements in 2025

With the objective of enhancing transparency, accelerating automation, and optimizing efficiency in management and human resource administration, the Company has proactively implemented a structured roadmap for the research and application of science and technology. The key focus is on the integration and operation of software solutions for data management, thereby contributing to improved labor productivity and overall operational efficiency.

The Company has streamlined its organizational structure to ensure efficiency and regularly reviews its human resources to secure high-quality personnel aligned with the Company's development objectives.

Operations of subsidiaries and manufacturing plants are closely monitored and subject to regular inspections.

Financial management remains flexible, with timely capital mobilization to ensure adequate funding for the Company's operations. The accounting software has been upgraded, and all record-keeping is maintained in a clear, transparent, and accountable manner.

II. BUSINESS PLAN AND DEVELOPMENT ORIENTATION FOR 2026

The Company will continue implementing strategic solutions to drive revenue growth. Business restructuring decisions will be made based on market dynamics, focusing on industries with competitive advantages and higher efficiency. The Board of Directors and Executive Management have suspended several unprofitable business lines and set forth the following key targets for 2026:

- Planned consolidated revenue: VND 101,1 billion (an increase of 265.6% compared to the 2025 actual performance)
- Planned consolidated profit before tax: VND 1 billion (an increase of 29.2% compared to the 2025 actual performance).
- Planned revenue for the parent company: VND 101 billion (an increase of 279.8% compared to the 2025 actual performance).
- Planned profit before tax for the parent company: VND 1 billion (an increase of 4.5% compared to the 2025 actual performance).

1. Business Activities

- The Company will continue to collaborate with major economic corporations, such as Vietnam Maritime Corporation (VIMC), Century Commodities Solution PTE.LTD (CCS – Singapore), Viet Thuan Transport Company, PT. Sumber Global Energy (SGE – Indonesia), NHT Investment and Trading Development Co., Ltd., and HB Trading Investment Joint Stock Company, to supply thermal coal to power plants under the Vietnam Electricity Group (EVN) – including Vinh Tan, Duyen Hai, and Quang Trach 1 Thermal Power Plants – as well as Song Hau 1 Thermal Power Plant under the Vietnam National Energy Corporation (PVN).

- The Company continues to maintain and strengthen sustainable cooperative relationships with customers, while intensifying efforts to identify and select strategic partners with strong capabilities to promote joint ventures and business collaborations. Through these initiatives, the Company aims to gradually enhance its internal capacity and expand operational scale, while ensuring efficiency and fully leveraging its core competitive advantages to expand business scale based on operational efficiency and core strengths.

- In addition, the regular reporting and periodic briefing mechanism between the Board of General Directors and the Board of Directors is strictly maintained, thereby ensuring the timely receipt of advisory opinions, strategic guidance, and business direction appropriate to each stage of development.

- The Company also proactively reviews and evaluates the performance of its product portfolio, and develops a roadmap for discontinuing products with persistently poor business results, in order to optimize its operational structure.
- Furthermore, the Executive Board prepares response scenarios for risks and potential situations that may impact production and business activities, thereby enhancing overall risk management capability.
- The Company continues to strengthen close monitoring and in-depth analysis of market developments, serving as a basis for timely, appropriate, and effective business decision-making.

2. Regarding Financial matters

- The Company focuses on developing and refining financial planning to support investment activities, project bidding, and production–business development, ensuring efficient use of resources and minimizing waste and loss.
- At the same time, accounts receivable management and financial administration are being strengthened in a more stringent manner, in order to ensure timely payment capability to suppliers and logistics partners. This contributes to maintaining favorable access to supply sources at competitive costs, optimizing logistics expenses, improving business efficiency, and enhancing the Company’s reputation in the market.
- In addition, the internal control system continues to be developed and improved toward greater effectiveness and efficiency, contributing to the prevention, early detection, and timely handling of risks in accounting and financial management.
- The Company is gradually establishing and developing a management accounting system to provide comprehensive, timely, and analytically valuable financial and accounting information to the Executive Management, thereby effectively supporting governance and decision-making in production and business operations.

3. Regarding Human Resources Management and Organizational Structure

Modifying the organizational structure and reorganizing departments and personnel to strengthen management and improve work efficiency.

For operational personnel: Merge business departments, reduce management positions at the director level, and restructure indirect personnel to eliminate redundancies; limit entertainment expenses, reduce administrative costs, and adjust or cut allowances for positions and travel expenses.

The Company shall develop a workforce restructuring plan, clearly identifying the number of employees and the list of redundant personnel whose positions are no longer aligned with the Company's business operations under the new operating model.

Priority shall be given to providing training and retraining programs to facilitate the reassignment of employees to positions that are consistent with the new organizational structure.

Where no suitable alternative position can be arranged, the Company shall implement employment termination procedures and provide severance allowances or job-loss allowances to affected employees in accordance with the provisions of the Labor Code.

Redundant employees who satisfy the statutory requirements regarding the minimum period of social insurance contributions and the prescribed retirement age shall be entitled to receive retirement pensions without any reduction in pension benefits due to early retirement, and shall also receive additional financial assistance from the relevant fund in accordance with applicable regulations.

This is a summary report on the business operations of the General Director for 2025 and the development plan for 2026.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**For and on behalf of the Board
of General Directors**



A handwritten signature in blue ink is written over the text and stamps.



**Deputy General Manager
Nguyen Anh Kiet**

No.:01/ TT.DIC-Intraco

Ho Chi Minh City, June 26 , 2026

PROPOSAL

Reg: Approval of the audited financial statements for the year 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of DIC Investment and Trading Joint Stock Company;
- Pursuant to the audited financial statements for 2025 of DIC Investment and Trading Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited 2024 financial statements of the Parent Company and the consolidated audited 2025 financial statements, which have been audited by Southern Auditing And Accounting Financial Consulting Services Company Limited. (AASCS)

The audited 2025 financial statements of the Parent Company and the consolidated audited 2024 financial statements have been disclosed in accordance with regulations and published on the Company's website (www.dic-intraco.vn/), including: www.dic-intraco.vn/)

1. Report of the Board of Management
2. Independent Auditor's Report
3. Balance Sheet as of December 31, 2025
4. Income Statements 2025.
5. Cash Flow Statement.
6. Notes to the Financial Statements

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Sincerely thank!

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



NGUYEN DUC HAI

No: 02 / TT.DIC-Intraco

Ho Chi Minh City, June 26, 2026

PROPOSAL

Reg: Business performance results in 2025 and profit distribution plan for 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of DIC Investment and Trading Joint Stock Company;
- Pursuant to the audited financial statements for 2025 of DIC Investment and Trading Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the business performance results in 2025 and the profit distribution plan for 2025 as follows:

Unit: Million dong

No	Targets	Per the separate financial statements	Per the consolidated financial statements
1	Net revenue	26.596	27.652
2	Profit before tax	1.435	774
3	Retained earnings ((3.1) + (3.2))	-326.943	-326.364
3.1	Accumulated retained earnings as at the end of the previous year	-328.378	-327.392
3.2	Retained earnings for the current year	1.435	1.027
4	Appropriation to bonus and welfare fund and development investment fund	0	0
5	Dividend distribution for 2025	0	0

Respectfully submit to the General Meeting of Shareholders for consideration and approval.



Sincerely thank!

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



NGUYEN DUC HAI



No: 03/ TT.DIC-Intraco

Ho Chi Minh City, June 26, 2026

PROPOSAL

Reg: Business plan for 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of DIC Investment and Trading Joint Stock Company;

Based on the business performance in 2025 and the Company's development orientation for 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the business plan for 2026 as follows:

Unit: Million dong

No	Targets	Actual performance in 2025	Plan in 2026	Plan in 2026/Actual performance in 2025
1	Consolidated net revenue	27.652	101.100	265,6%
	Parent company net revenue	26.596	101.000	279,8%
2	Consolidated profit before tax	774	1.000	29,2%
	Parent company profit before tax	1.435	1.500	4,5%
3	Provision to the fund	0	0	-
	<i>Bonus and welfare fund</i>	0	0	-
	<i>Development & Investment Fund</i>	0	0	-
4	Dividend payment	0	0	-

Respectfully submit to the General Meeting of Shareholders for consideration and approval.



Sincerely thank!

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



NGUYEN DUC HAI



No.: 04/ TT.DIC-Intraco

Ho Chi Minh City, June 26, 2026

PROPOSAL

Reg: Remuneration of the Board of Directors and the Supervisory Board

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of DIC Investment and Trading Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration of the Board of Directors and the Supervisory Board as follows:

The remuneration for the Board of Directors and the Supervisory Board for the year 2025 is as follows:

- Chairperson of the BOD: 5.000.000 VND/month;
- Member of the Board of Directors: 3.000.000 VND/month;
- Person in charge of corporate governance 2.000.000 VND/month;
- Head of the Supervisory Board: 5.000.000 VND/month;
- Member of the Supervisory Board: 3.000.000 VND/month;

Total remuneration paid in 2025: 286.800.000 VND

The proposed remuneration for the Board of Directors and the Supervisory Board for 2026 is as follows:

- Chairperson of the BOD: 5.000.000 VND/month;
- Member of the Board of Directors: 3.000.000 VND/month;
- Person in charge of corporate governance 2.000.000 VND/month;
- Head of the Supervisory Board: 5.000.000 VND/month;
- Member of the Supervisory Board: 3.000.000 VND/month;

Respectfully submit to the General Meeting of Shareholders for consideration and approval.



Sincerely thank!

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



NGUYEN DUC HAI



No.: 05/TT.DIC-Intraco

Ho Chi Minh City, June 26, 2026

PROPOSAL

Reg: Selection of the auditing firm for the financial statements of the fiscal year 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to the Charter on organization and operation of DIC Investment and Trading Joint Stock Company;

The Supervisory Board of DIC Investment and Trading Joint Stock Company respectfully submits to the General Meeting of Shareholders the criteria for selecting the auditing firm to conduct the review of the 2026 semi-annual financial statements and the audit of the 2026 financial statements (both separate and consolidated), as follows:

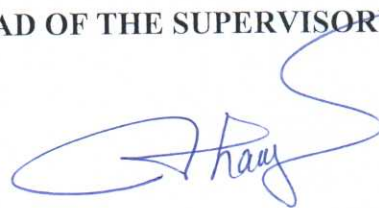
- The selected auditing firm must be on the list of auditing firms approved by the State Securities Commission of Vietnam (SSC) for public companies at the time of signing the audit contract.
- The auditing firm must meet the requirements regarding the audit timeline and offer a competitive fee.

Based on these criteria, the Supervisory Board proposes that the General Meeting of Shareholders authorize the Board of Directors to evaluate and select one firm from the list of auditing firms approved by the SSC for public companies. The selection of the auditing firm will be publicly announced by DIC Investment and Trading Joint Stock Company upon signing the audit contract.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Sincerely thank!

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

A stylized handwritten signature in blue ink, consisting of a large loop followed by a horizontal line and a vertical stroke.

Huyah Minh Thang

DIC INVESTMENT AND TRADING JOINT STOCK COMPANY
VOTER ELIGIBILITY EXAMINATION COMMITTEE

ATTENDANCE LIST OF THE SHAREHOLDER'S MEETING
At: 9:00, June 26th, 2026

Tại: DIC Investment And Trading Joint Stock Company

The Voter Eligibility Examination Committee reports the Attendance list of Annual General Meeting of Shareholders 2026:

No.	Voter ID	Full name	Attendance form	Number of shares in own possession	Number of shares authorized by other shareholders	Total number of voting shares	The percentage	Time
1	DIC.000846	HÀ VŨ LỢI	Online	1.000	0	1.000	0,0038%	15:08 06/06/2026
2	DIC.000535	NGUYỄN CÔNG LÝ	Online	2.900	0	2.900	0,0111%	08:17 11/06/2026
3	DIC.000581	LÊ ĐỨC TÂM	Online	2.389	0	2.389	0,0092%	10:23 15/06/2026
4	DIC.000001	NGUYỄN ĐỨC HẢI	Online	2.825.405	0	2.825.405	10,8317%	10:31 25/06/2026
5	DIC.000002	NGUYỄN THANH SON	Online	1.801.000	0	1.801.000	6,9045%	10:40 25/06/2026
6	DIC.000003	NGUYỄN HỒNG SON	Online	1.301.500	0	1.301.500	4,9895%	10:44 25/06/2026
7	DIC.000004	HỒ HOÀNG HƯNG	Online	1.301.277	0	1.301.277	4,9887%	11:06 25/06/2026
8	DIC.000005	VŨ TIÊN VIỆT	Online	1.250.000	0	1.250.000	4,7921%	11:07 25/06/2026
9	DIC.000011	LÊ THỊ THÚY NGÀ	Online	361.210	0	361.210	1,3848%	11:10 25/06/2026
10	DIC.000032	BÙI PHAN QUỲNH BẢO	Online	130.001	0	130.001	0,4984%	11:17 25/06/2026
11	DIC.000176	NGUYỄN ANH KIẾT	Online	16.004	0	16.004	0,0614%	15:16 25/06/2026



No.	Voter ID	Full name	Attendance form	Number of shares in own possession	Number of shares authorized by other shareholders	Total number of voting shares	The percentage	Time
12	DIC.000114	PHẠM HỮU LONG	Online	30.050	0	30.050	0,1152%	15:18 25/06/2026
13	DIC.000044	BÙI THÀNH NHÂN	Online	101.862	0	101.862	0,3905%	16:22 25/06/2026
14	DIC.000045	ĐINH TIÊN DŨNG	Online	100.836	0	100.836	0,3866%	16:34 25/06/2026
15	DIC.000028	LƯU MỸ NGHI	Online	155.542	0	155.542	0,5963%	16:38 25/06/2026
16	DIC.000244	NGUYỄN PHƯƠNG THANH	Online	10.000	0	10.000	0,0383%	16:51 25/06/2026
17	DIC.000070	NGUYỄN VĂN QUYÊN	Online	61.094	0	61.094	0,2342%	16:59 25/06/2026
18	DIC.000124	TRẦN THỊ TOÀN	Online	27.000	0	27.000	0,1035%	17:01 25/06/2026
19	DIC.000006	CÙ THỊ XUÂN THẢO	Online	562.200	0	562.200	2,1553%	17:13 25/06/2026
20	DIC.000008	NGUYỄN THIỆN ĐẠO	Online	505.500	0	505.500	1,9379%	17:14 25/06/2026
21	DIC.000010	ĐẶNG NGỌC HANH	Online	460.400	0	460.400	1,7650%	17:16 25/06/2026
22	DIC.000014	NINH VIỆT HỒNG	Online	312.500	0	312.500	1,1980%	17:17 25/06/2026
23	DIC.000020	NGUYỄN THANH QUÂN	Online	204.100	0	204.100	0,7825%	17:20 25/06/2026
24	DIC.000021	BÙI THỊ THANH THUY	Online	193.200	0	193.200	0,7407%	17:23 25/06/2026
25	DIC.000025	ĐOÀN NHƯ KHANH	Online	180.000	0	180.000	0,6901%	17:25 25/06/2026
26	DIC.000027	VŨ BÍCH ĐOÀN TRANG	Online	167.500	0	167.500	0,6421%	17:26 25/06/2026
27	DIC.000031	TRẦN HUỲTHÔNG	Online	135.000	0	135.000	0,5175%	17:28 25/06/2026
28	DIC.000033	LÊ PHÚ THÁI	Online	123.500	0	123.500	0,4735%	17:29 25/06/2026

No.	Voter ID	Full name	Attendance form	Number of shares in own possession	Number of shares authorized by other shareholders	Total number of voting shares	The percentage	Time
29	DIC.000037	NGUYỄN CHÂUAN	Online	114.897	0	114.897	0,4405%	17:32 25/06/2026
30	DIC.000038	TRẦN VĂN PHONG	Online	113.000	0	113.000	0,4332%	17:34 25/06/2026
31	DIC.000039	VŨ XUÂN THÀNH	Online	113.000	0	113.000	0,4332%	17:35 25/06/2026
32	DIC.000046	PHẠM VIỆT TÂM	Online	100.104	0	100.104	0,3838%	07:52 26/06/2026
33	DIC.000051	NGÔ MẠNH CƯỜNG	Online	94.800	0	94.800	0,3634%	07:53 26/06/2026
34	DIC.000052	TÔNG THÙY DƯƠNG	Online	94.700	0	94.700	0,3631%	07:54 26/06/2026
35	DIC.000053	NGUYỄN THỊ MINH HIỀN	Online	91.000	0	91.000	0,3489%	07:55 26/06/2026
36	DIC.000057	NGUYỄN NHƯ ANH	Online	85.600	0	85.600	0,3282%	07:57 26/06/2026
37	DIC.000062	HỒ THỊ THU HIỀN	Online	76.300	0	76.300	0,2925%	07:58 26/06/2026
38	DIC.000063	HOÀNG THỊ KIỀU TRANG	Online	74.000	0	74.000	0,2837%	07:59 26/06/2026
39	DIC.000064	BÙI THỊ THÁI LINH	Online	70.000	0	70.000	0,2684%	08:00 26/06/2026
40	DIC.000067	NGUYỄN THANH PHÚ	Online	68.700	0	68.700	0,2634%	08:01 26/06/2026
41	DIC.000068	NGUYỄN QUỖC VƯỢNG	Online	68.100	0	68.100	0,2611%	08:02 26/06/2026
42	DIC.000069	NGUYỄN CẢNH NAM	Online	67.098	0	67.098	0,2572%	08:03 26/06/2026
43	DIC.000073	ĐỖ MẠNH LONG	Online	60.000	0	60.000	0,2300%	08:04 26/06/2026
44	DIC.000074	HÀ VỸ HÀO	Online	58.000	0	58.000	0,2224%	08:05 26/06/2026
45	DIC.000075	NGUYỄN NGỌC CHIẾN	Online	54.700	0	54.700	0,2097%	08:06 26/06/2026

No.	Voter ID	Full name	Attendance form	Number of shares in own possession	Number of shares authorized by other shareholders	Total number of voting shares	The percentage	Time
46	DIC.000077	TRẦN HỒNG KHÔI	Online	53.800	0	53.800	0,2063%	08:07 26/06/2026
47	DIC.000083	NGUYỄN HUỠY TÚ	Online	50.000	0	50.000	0,1917%	08:08 26/06/2026
48	DIC.000086	NGUYỄN THU HÀ	Online	48.863	0	48.863	0,1873%	08:09 26/06/2026
49	DIC.000249	NGUYỄN THỊ HUỠYÊN TRĂNG	Online	10.000	0	10.000	0,0383%	08:24 26/06/2026
50	DIC.000085	ĐẶNG TRẦN QUYẾT	Online	50.000	0	50.000	0,1917%	08:44 26/06/2026
51	DIC.000080	PHẠM THỊ THO	Online	53.000	0	53.000	0,2032%	08:46 26/06/2026
TOTAL				13.992.632	0	13.992.632	53,6434%	

ON BEHALF OF VOTER ELIGIBILITY EXAMINATION COMMITTEE HEAD

