

No: 01/BB-AGM

*Thai Nguyen, April 26<sup>th</sup> 2025*

**MEETING MINUTES**  
**Annual General Meeting of Shareholders 2025**

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

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

**Business Registration Certificate:** No. 4600341471 issued by the Business Registration Office - Department of Planning and Investment of Thai Nguyen Province, initially registered on June 30<sup>th</sup> 2003, and amended for the 35<sup>th</sup> time on January 02<sup>nd</sup> 2025.

Today, on April 26<sup>th</sup> 2025, at 07:30 am, at the Conference Hall, 4th Floor, Thai Nguyen Home Center Building, Phu Lien Street, Group 18, Hoang Van Thu Ward, Thai Nguyen City, Thai Nguyen Province, the Annual General Meeting of Shareholders 2025 of Duong Hieu Trading and Mining Joint Stock Company is held with the following agenda:

**PART 1: OPENING SESSION**

**1. Opening:**

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

**2. Results of shareholder eligibility verification:**

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

**Total number of shareholders eligible to attend: 853** shareholders; **total shares owned: 34,535,699** shares (100% of the Company's voting shares).

**Actual number of shareholders attending (including proxies): 16** shareholders, owning 27,237,123 shares, representing 78,87% of the Company's voting shares.

In accordance with the Enterprise Law and the Company's Charter, the Annual General Meeting of Shareholders 2025 is eligible to proceed.

**3. Approval of the Presidium:**

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

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

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

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



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

#### **4. Approval of the Secretary Board and Meeting Agenda:**

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

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

+ Ms. Do Thuy Trang - Member.

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

- Mr. Ho Viet Cuong - Chairman of the Congress presented and approved the Agenda of the 2025 Annual General Meeting of Shareholders.

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

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

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

The counting committee consists of 03 people:

+ Mr. Tran Ngoc Han - Head.

+ Ms. Le Thi Hong Loan - Member.

+ Ms. Le Thi Mai Anh - Member.

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

### **PART 2: AGENDA OF THE MEETING**

The meeting heard presentations from:

1. Mr. Ho Viet Cuong - Chairman of BOD: Report on business results 2024 and directions for 2025.

2. Ms. Nguyen Thi Dung - General Director: Report on the business results 2024 and directions for 2025 of the General Director.

3. Mr. Tran Ngoc Han - Head of Supervisory Board: Report on activities in 2024 and plan for 2025.

4. Ms. Le Thi Hong Loan - BOD Member: Presentation of the financial statement for 2024.

5. Ms. Le Thi Hong Loan - BOD Member: Proposal for the selection of the auditing firm for 2025.

6. Ms. Le Thi Hong Loan - BOD Member: Proposal for profit distribution for 2024.

7. Ms. Nguyen Thi Dung - General Director: Proposal for remuneration for BOD and Supervisory Board for 2025.

8. Ms. Nguyen Thi Dung - General Director: Proposal for business and investment plan for 2025.

9. Mr. Ho Viet Cuong - Chairman of BOD: Proposal for the amendments of business sectors.

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10. Mr. Ho Viet Cuong - Chairman of BOD: Proposal for the dismissal and election of additional BOD members.

### **PART 3: DISCUSSION**

At the meeting, there were no questions from shareholders.

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

### **PART 4: ELECTION PROCESS AT THE MEETING**

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

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

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

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

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

### **PART 5: ANNOUNCEMENT OF VOTING RESULTS**

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

**Issue 1: Approval of the Report on Business Performance for 2024 and Business Plan for 2025 of the Board of Directors (Report No. 01/BC-BOD)**

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 2: Approval of the Report on Business Performance for 2024 and Business Plan for 2025 of the General Director (Report No. 02/BC-GD)**

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%

No opinion	: 0 shares, accounting for 0%
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**Issue 3: Approval of the Report on Supervisory Board Activities for 2024 and Plan for 2025 (Report No. 03/BC-SB)**

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 4: Approval of the Proposal on Audited Financial Statements for 2024 (Proposal No. 01/TTr-BOD)**

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 5: Approval of the Proposal on Selecting the Auditing Firm for Financial Statements 2025 (Proposal No. 02/TTr-BOD)**

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 6: Approval of the Proposal on Profit Distribution Plan for 2024 (Proposal No. 03/TTr-BOD)**

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 7: Approval of the Proposal on Remuneration Settlement for 2024 and Projected Remuneration for 2025 for BOD and Supervisory Board Members**  
(Proposal No. 04/TTr-BOD)

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 8: Approval of the Proposal on Business and Investment Plan for 2025**  
(Proposal No. 05/TTr-BOD)

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 9: Approval of the Proposal on modification of Detailed Business Lines of the Company** (Proposal No. 06/TTr-BOD)

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 10: Approval of the Proposal on Dismissal and Election of Additional BOD Members** (Proposal No. 07/TTr-BOD)

**Voting results:**

Total shares participating in the vote	: 27,237,123 shares
Votes in favor	: 27,237,123 shares, accounting for 0%
Votes against	: 0 shares, accounting for 0%
No opinion	: 0 shares, accounting for 0%

**Issue 11: Approval of the Results of the Election for Additional BOD Members**

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

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

No	Name	Number of Votes	Voting Ratio
1	Mr. Ngo Quang Phuc	16 the ballot paper is equivalent to 27,237,123 the total number of votes with voting rights	100 %

**PART 6: CLOSING OF THE MEETING**

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

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

By raising voting cards, the meeting unanimously approved 100% of the full text of the Minutes and the Resolution of the Annual General Meeting of Shareholders 2025.

The Chairman declared the closing of the meeting.

The minutes were prepared at the Annual General Meeting of Shareholders 2025 of Duong Hieu Trading & Mineral Exploitation Joint Stock Company on April 26<sup>th</sup> 2025.

**SECRETARY OF THE MEETING**

**Nguyen Van Viet Ha**

**CHAIRMAN OF THE MEETING**

**Ho Viet Cuong**

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

No: 01/NQ-AGM

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

*Thai Nguyen, April 26<sup>th</sup> 2025*

**RESOLUTION**  
**Annual General Meeting of Shareholders 2025**  
**Duong Hieu Trading and Mining Joint Stock Company**

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

Pursuant to the Enterprise Law No. 59/2020/QH13 dated June 17<sup>th</sup> 2020, of the National Assembly of the Socialist Republic of Vietnam;

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

Pursuant to the Vote Counting Minutes at the Annual General Meeting of Shareholders 2025;

Pursuant to the Meeting Minutes of the Annual General Meeting of Shareholders 2025 No. 01/BB-AGM dated April 26<sup>th</sup> 2025.

**DECISION:**

**Article 1:** Approve the Report of the Board of Directors on Business Performance for 2024 and the Plan for 2025 (according to Report No. 01/BC-BOD dated April 26<sup>th</sup> 2025)

**Article 2:** Approve the Report of the General Director on Business Performance for 2024 and the Plan for 2025 (according to Report No. 02/BC-BOD dated April 26<sup>th</sup> 2025)

**Article 3:** Approve the Report of the Supervisory Board on Performance in 2024 and the Plan for 2025 (according to Report No. 03/BC-BOD dated April 26<sup>th</sup> 2025)

**Article 4:** Approve the audited Financial Statements for 2024 (according to Proposal No. 01/TTr-BOD dated April 26<sup>th</sup> 2025)

The financial statements for 2024 were audited by Nhan Tam Viet Auditing Co., Ltd. A summary of key financial indicators is as follows:

*Unit: Million VND*

No	Indicator	Year 2024
1	Total assets as of 31/12	979.988.472.137
2	Liabilities as of 31/12	624.742.109.162
3	Equity as of 31/12	355.246.362.975
4	Net revenue	3.426.213.502.971
5	Profit before tax	3.886.216.384
6	Profit after tax	2.775.000.948

**Article 5:** Approve the selection of the auditing firm for auditing the 2025 financial statements (according to Proposal No. 02/TTr-BOD dated April 26<sup>th</sup> 2025)

**Article 6:** Approve the profit distribution plan for 2024 (according to Proposal No. 03/TTr-BOD dated April 26<sup>th</sup> 2025)

**Article 7:** Approve the remuneration settlement for BOD and Supervisory Board members for 2024 and the estimated remuneration for 2025 (according to Proposal No. 04/TTr-BOD dated April 26<sup>th</sup> 2025)

**Article 8:** Approve the business and investment plan for 2025 (according to Proposal No. 05/TTr-BOD dated April 26<sup>th</sup> 2025)

**Article 9:** Approval of Amendments to the Company's detailed Business Lines (according to Proposal No. 06/TTr-BOD dated April 26<sup>th</sup> 2025)

**Article 10:** Approve the dismissal and additional election of members to the Board of Directors (according to Proposal No. 07/TTr-BOD dated April 26<sup>th</sup> 2025)

**Article 11:** Approve the election results of the additional member to the Board of Directors for the term 2022-2027 as follows:

- Full name: Mr. Ngo Quang Phuc.
- Year of birth: 1985.
- Professional qualification: Bachelor of Business Administration.

**Article 12: Execution Provisions**

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

This Resolution is approved by the Annual General Meeting of Shareholders 2025 of Duong Hieu Trading and Mining Joint Stock Company and takes effect from the date of signing.

**Recipients:**

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

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



**Ho Viet Cuong**



*Thai Nguyen, date 26.. month ..4... year 2025*

**MINUTES OF SHAREHOLDER ELIGIBILITY VERIFICATION  
FOR ATTENDING THE 2025 ANNUAL GENERAL MEETING**

Today, at 08:00 am on April 26<sup>th</sup> 2025, at the 2025 Annual General Meeting of Shareholders of Duong Hieu Trading and Mining Joint Stock Company, the Shareholder Eligibility Verification Committee (the "Committee") conducted the verification of shareholder eligibility to attend the Meeting.

The details are as follows:

**1. Composition of the Shareholder Eligibility Verification Committee:**

- Ms. Nguyen Thi Hong Loan – Head of the Committee
- Ms. Nguyen Huyen Trang – Member
- Ms. Vuong Thi Nham – Member

**2. Verification Results:**

**2.1. Total number of shareholders of the Company** (according to the list finalized on March 24<sup>th</sup> 2025, provided by the Vietnam Securities Depository and Clearing Corporation): 853 shareholders.

- Total number of shares owned: 34,535,699 shares.
- Total number of voting shares: 34,535,699 shares, equivalent to 100% of the Company's total voting rights.

**2.2. Results of shareholder eligibility verification for attending the Meeting:**

- Total number of participants attending the Meeting as shareholders and authorized representatives: 16 persons, representing a total of 27,237,123 voting shares, accounting for 78.87% of the Company's total voting rights.
- Specific details are as follows:
  - Number of shareholders attending in person: 05 persons, holding 12,060,841 voting shares.
  - Number of shareholders attending by proxy: 11 persons, holding 15,176,282 voting shares.

Pursuant to Clause 1, Article 145 of the Law on Enterprises 2020 and the Charter of Duong Hieu Trading and Mineral Exploitation Joint Stock Company, "The General Meeting of Shareholders shall be conducted when shareholders attending the Meeting represent more than 50% of the total voting shares."



The Shareholder Eligibility Verification Committee hereby concludes that the 2025 Annual General Meeting of Shareholders of Duong Hieu Trading and Mineral Exploitation Joint Stock Company is duly qualified to be conducted.

This Minutes consists of 02 (two) pages, has been read, understood, and unanimously agreed upon by all members of the Shareholder Eligibility Verification Committee.

The Head of the Shareholder Eligibility Verification Committee shall announce the verification results before the Meeting.

The Shareholder Eligibility Verification Committee shall hand over the complete list of shareholders eligible to attend the Meeting and this Minutes to the Chairperson of the Meeting.

**SHAREHOLDER ELIGIBILITY VERIFICATION COMMITTEE**

**Member**



**Vuong Thi Nham**

**Member**



**Nguyen Huyen Trang**

**Head of the Committee**



**Nguyen Thi Hong Loan**



SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Thai Nguyen, date 26. month 4... year 2025

**MINUTES OF BALLOT COUNTING**  
**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

Today, on April 26<sup>th</sup> 2025, at the 2025 Annual General Meeting of Shareholders of Duong Hieu Trading and Mining Joint Stock Company, the Ballot Counting Committee conducted the ballot counting of shareholders' votes on several matters under the authority of the General Meeting of Shareholders, as follows:

**I. Company Name:**

Duong Hieu Trading and Mining Joint Stock Company

- **Head Office:** Group 5, Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province, Vietnam.
- **Enterprise Registration Certificate No.:** 4600341471, initially issued by the Business Registration Office – Department of Planning and Investment of Thai Nguyen Province on June 30, 2003, and amended for the 35th time on January 2, 2025.

**II. Composition of the Ballot Counting Committee:**

*The Meeting approved the following members of the Ballot Counting Committee:*

1. Mr. Tran Ngoc Han – Head of the Committee
2. Ms. Le Thi Hong Nga – Member
3. Ms. Le Thi Mai Anh – Member

**III. Contents Subject to Voting:**

1. Report of the Board of Directors on the operating results for 2024 and the directions for 2025.
2. Report of the Executive Board on the operating results for 2024 and the objectives and tasks for 2025.
3. Report of the Supervisory Board on the activities for 2024 and the plans and directions for 2025.
4. Submission for approval of the 2024 audited financial statements.
5. Submission for approval of the selection of the auditing firm to audit the 2025 financial statements.



6. Submission for approval of the 2024 profit distribution plan.
7. Submission for approval of the 2024 remuneration settlement and the 2025 estimated remuneration for members of the Board of Directors and the Supervisory Board.
8. Submission for approval of the 2025 business and investment plan.
9. Submission for approval of the detailed amendment of the Company's business lines.
10. Submission for approval of the dismissal and additional election of members of the Board of Directors.

#### IV. Voting Results on the Reports and Submissions:

##### 1. Number of Ballots Issued:

- Total number of participants attending the Meeting as shareholders and authorized representatives: 16 persons, holding 27,237,123 shares.
- Total number of ballots issued: 16 ballots, representing 27,237,123 shares with voting rights, accounting for 100% of the total voting shares at the Meeting.
- Total number of ballots collected: 16 ballots, representing 27,237,123 shares with voting rights, accounting for 100% of the total voting shares at the Meeting.
- Total number of valid ballots: 16 ballots, representing 27,237,123 shares with voting rights, accounting for 100% of the total voting shares at the Meeting.
- Total number of invalid ballots: 0 ballots, representing 0 shares with voting rights.

##### 2. Ballot Counting Results:

Content	In Favor		Against		No Opinion		Conclusion
	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	Number of Shares	Percentage (%)	
1. Approval of Report No. 01/BC-HĐQT by the Board of Directors	27.237.123	100	0	0	0	0	Approved
2. Approval of Report No. 02/BC-BTGD by the Executive Board	27.237.123	100	0	0	0	0	Approved
3. Approval of Report No. 03/BC-BKS by the Supervisory Board	27.237.123	100	0	0	0	0	Approved
4. Approval of Submission No. 01/TTr-HĐQT: 2024	27.237.123	100	0	0	0	0	Approved

Audited Financial Statements							
5. Approval of Submission No. 02/TTr-HĐQT: Selection of Auditing Firm for the 2025 Financial Statements	27.237.123	100	0	0	0	0	Approved
6. Approval of Submission No. 03/TTr-HĐQT: 2024 Profit Distribution Plan	27.237.123	100	0	0	0	0	Approved
7. Approval of Submission No. 04/TTr-HĐQT: 2024 Remuneration Settlement and 2025 Estimated Remuneration for Members of the Board of Directors and Supervisory Board	27.237.123	100	0	0	0	0	Approved
8. Approval of Submission No. 05/TTr-HĐQT: 2025 Business and Investment Plan	27.237.123	100	0	0	0	0	Approved
9. Approval of Submission No. 06/TTr-HĐQT: Amendment of Detailed Business Lines of the Company	27.237.123	100	0	0	0	0	Approved
10. Approval of Submission No. 07/TTr-HĐQT: Dismissal and Additional Election of Members of the Board of Directors	27.237.123	100	0	0	0	0	Approved

The Minutes of Ballot Counting was prepared at 10:30 am on the same day, in 02 (two) copies of equal validity.

The Ballot Counting Committee shall hand over the Minutes of Ballot Counting and all ballots to the Chairperson of the Meeting.

**BALLOT COUNTING COMMITTEE**

**Member**



**Le Thi hong Nga**

**Member**



**Le Thi Mai Anh**

**Head of the Committee**



**Tran Ngoc Han**



Thai Nguyen, date 26. month ...4.. year 2025

**MINUTES OF BALLOT COUNTING  
ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

Today, on April 26<sup>th</sup> 2025, at the 2025 Annual General Meeting of Shareholders of Duong Hieu Trading and Mining Joint Stock Company, the Ballot Counting Committee conducted the ballot counting for the election at the Meeting, specifically as follows:

**I. Company Name:**

Duong Hieu Trading and Mining Joint Stock Company

- **Head Office:** Group 5, Gia Sang Ward, Thai Nguyen City, Thai Nguyen Province,
- **Enterprise Registration Certificate No.:** 4600341471, initially issued by the Business Registration Office – Department of Planning and Investment of Thai Nguyen Province on June 30<sup>th</sup>, 2003, and amended for the 35<sup>th</sup> time on January 2, 2025.

**II. Composition of the Ballot Counting Committee:**

*The Meeting approved the Ballot Counting Committee consisting of:*

1. Mr. Tran Ngoc Han – Head of the Committee
2. Ms. Le Thi Hong Nga – Member
3. Ms. Le Thi Mai Anh – Member

**III. Voting Contents:**

*The 2025 Annual General Meeting of Shareholders of Duong Hieu Trading and Mineral Exploitation Joint Stock Company unanimously approved the list of nominated/self-nominated candidates for the additional election of members of the Board of Directors for the 2022–2027 term, including the following candidates:*

- Mr. Ngo Quang Phuc – Candidate for the position of Member of the Board of Directors

*The 2025 Annual General Meeting of Shareholders proceeded to elect additional members of the Board of Directors in accordance with the provisions of the Law on Enterprises, the Company's Charter, and the Regulations on the additional election of members of the Board of Directors.*

*The election was conducted by the method of cumulative voting through secret ballot at the Meeting.*

The Ballot Counting Committee organized the printing and distribution of ballots, provided election guidance, and after shareholders completed voting and placed ballots into the ballot box as prescribed, the Committee carried out the ballot counting, prepared the Minutes of Ballot Counting, and publicly announced the results at the Meeting.

**V. Ballot Counting Results:**

- Total number of shares attending the Meeting with voting rights: 27,237,123 shares.
- Total number of voting rights:  $27,237,123 \times 01 = 27,237,123$  rights.
- Number of ballots issued: 16 ballots, representing 27,237,123 shares with voting rights, accounting for 100% of the total voting shares at the Meeting.
- Number of ballots collected: 16 ballots, representing 27,237,123 shares with voting rights, accounting for 100% of the total voting shares at the Meeting.
- Number of valid ballots: 16 ballots, representing 27,237,123 shares with voting rights, accounting for 100% of the total voting shares at the Meeting.
- Number of invalid ballots: 0 ballots, representing 0 shares with voting rights, accounting for 0% of the total voting shares at the Meeting.

**V. Conclusion:**

Committee hereby announces the election results as follows:

- The candidate elected as a Member of the Board of Directors of Duong Hieu Trading and Mineral Exploitation Joint Stock Company is:  
**Mr. Ngo Quang Phuc** with total of **27,237,123** ballots equivalent to **27,237,123** shares accounting for **100%** of the total voting shares at the Meeting.

The Minutes of Ballot Counting was prepared at 10:30 hours on the same day, in 02 (two) copies of equal legal validity.

The Head of the Ballot Counting Committee shall represent the Committee to announce the ballot counting results at the Meeting.

The Ballot Counting Committee shall hand over the Minutes of Ballot Counting and all ballots to the Chairperson of the Meeting.

**BALLOT COUNTING COMMITTEE**

**Member**



**Le Thi Hong Nga**

**Member**



**Le Thi Mai Anh**

**Head of the Committee**



**Tran Ngoc Han**

*Thai Nguyen, day .26.. month ...4.. year 2025*

**REGULATIONS ON WORKING AND VOTING  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

Pursuant to:

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

To ensure the principles of transparency, fairness, democracy, and legality, and to facilitate the organization of the Annual General Meeting of Shareholders 2025, the Organizing Committee of Duong Hieu Trading and Mining Joint Stock Company issues the following regulations:

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1: Scope of Application**

- 1.1. These regulations are applied to the organization of the Annual General Meeting of Shareholders 2025 of Duong Hieu Trading and Mining Joint Stock Company (hereinafter referred to as the "Company").
- 1.2. These regulations specifically define the rights and obligations of participants, conditions, and procedures for conducting the meeting.

**Article 2: Subjects of Application**

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

**CHAPTER II  
RIGHTS AND OBLIGATIONS OF PARTICIPANTS**

**Article 3: Participants of the Annual General Meeting of Shareholders 2025**

- 3.1. Shareholders owning the Company's shares as listed on **March 24<sup>th</sup> 2025**.
- 3.2. Guests and consulting organizations (if any).

**Article 4: Rights and Obligations of Shareholders**

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



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

#### **4.2. Obligations of shareholders when attending the General Meeting:**

- **Dress Code:** Shareholders attending the meeting must wear formal and respectful attire;
- **Attendance:** Shareholders are required to participate fully in the General Meeting of Shareholders according to the Company's regulations. In case they cannot attend, they must authorize a representative in accordance with the proper procedures;
- **Registration:** Shareholders or their authorized representatives attending the meeting must complete the registration procedures with the Meeting Organizing Committee;
- **During the Meeting:** During the meeting, shareholders must follow the guidance of the Presidium, behave with civility and politeness, and maintain order;
- **Compliance:** Shareholders must strictly adhere to the conditions and procedures specified in the Company's Charter and these regulations;
- **Adherence to Meeting Results:** Shareholders must strictly follow the regulations during the Annual General Meeting of Shareholders 2025 and respect the results passed at the meeting.

### **Article 5: Rights and Obligations of the Chairman**

#### **5.1. The Chairman of the meeting:**

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

#### **5.2. The Chairman has the following rights and responsibilities:**

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

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

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

#### **Article 6: Rights and Duties of the Presidium:**

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

#### **6.2. Duties of the Presidium:**

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

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

- 7.1** The Secretary of the General Meeting of Shareholders is appointed by the Chairman, responsible for recording the meeting minutes;
- 7.2** Assisting the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting, and notifications from the Presidium to shareholders when requested;
- 7.3** Receiving and reviewing the registration forms for speaking from shareholders and submitting them to the Presidium for decision;
- 7.4** Accurately recording the entire content of the meeting, including the discussions and voting results, in the meeting minutes;
- 7.5** Drafting the Meeting Minutes and Resolution of the General Meeting, ensuring accuracy, completeness, and truthfulness;

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

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

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

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

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

## **CHAPTER III MEETING PROCEDURES**

### **Article 9: Conditions for Conducting the General Meeting**

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

### **Article 10: Meeting Procedures**

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

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

10.3. Meeting Content: According to the Meeting Agenda.

10.4. Voting at the Meeting:

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

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

#### **Article 11: In Case the First General Meeting is Unsuccessful**

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

#### **Article 12: In Case the Second General Meeting is Unsuccessful**

- 12.1.** If the second meeting also fails to reach the required number of attendees within 30 minutes from the scheduled start time, a third meeting must be convened within 20 days from the scheduled date of the second meeting.
- 12.2.** In the third meeting, any number of attending shareholders is considered valid and authorized to decide on all issues of the Annual General Meeting of Shareholders 2025.

#### **Article 13: Meeting Minutes of the General Meeting of Shareholders**

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

### **CHAPTER IV**

#### **RULES FOR SPEAKING AND VOTING AT THE GENERAL MEETING**

##### **Article 14: Principles of Speaking at the Meeting**

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

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

##### **14.2 Conditions for Proposals:**

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

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

#### **Article 15: Principles of Voting at the Meeting**

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

##### **15.1 General Rules:**

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

##### **15.2 Voting Method:**

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

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

❖ **For the Election Ballot for Additional BOD Members.**

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

**15.3 Summarizing Results.**

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

**Article 16: Approval of Voting Results.**

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

For resolutions related to:

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

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

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

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

## **CHAPTER V**

### **IMPLEMENTATION PROVISIONS**

#### **Article 17: Effectiveness**

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

This regulation includes 5 chapters and 17 articles, and it applies to the Annual General Meeting of Shareholders 2025 of Duong Hieu Trading and Mining Joint Stock Company, held on April 26<sup>th</sup> 2025. The regulation takes effect immediately after being approved by the General Meeting of Shareholders.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Hồ Việt Cường**

**REGULATIONS ON ELECTION OF ADDITIONAL BOD MEMBERS  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

*Pursuant to:*

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

The Organizing Committee of the Annual General Meeting of Shareholders 2025 of Duong Hieu Trading and Mining Joint Stock Company establishes the Regulations on the Election of Additional Board of Directors (BOD) Members as follows:

**Article 1: Eligible Voters**

Shareholders owning voting shares and their authorized representatives present at the General Meeting (*according to the shareholder list as of March 24<sup>th</sup> 2025*).

**Article 2: Election Principles**

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

**Article 3: Number and Criteria of BOD Members**

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

**Article 4: Nomination and Candidacy for BOD Members**

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



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

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

#### **Article 5: Application for Candidacy/Nomination to the BOD**

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

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

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

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

#### **Article 6: Election Method**

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

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

##### **1. Cumulative Voting Principle:**

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

##### **Voting Method: Nguyen Van A can choose to:**

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

##### **2. Election Principle:**

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

#### **Article 8: Regulations on Ballots**

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

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

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

## **Article 9: Vote Counting**

### **9.1. Vote Counting Committee and Responsibilities:**

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

### **9.2. Vote Counting Procedures:**

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

#### Article 10: Complaint Resolution

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

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

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



*[Signature]*  
Họ Viet Cuong

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APPENDIX 01



SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

**NOMINATION/APPLICATION FORM  
FOR THE POSITION OF MEMBER OF THE BOARD OF DIRECTORS  
DUONG HIEU TRADING AND MINING JOINT STOCK COMPANY**

**To: THE ORGANIZING COMMITTEE OF THE ANNUAL GENERAL MEETING  
OF SHAREHOLDERS 2025**

I am(organization/individual): .....

ID/Business Registration Certificate No: .... Issued on: ..... Issued by: .....

Address: .....

Legal representative (if applicable): .....

Currently owning: ..... shares, equivalent to: .....% of the Company's charter capital.

After studying the regulations on shareholder rights and the standards for Board of Directors members as stipulated in the Charter of Duong Hieu Trading and Mining Joint Stock Company and the Enterprise Law, I/We confirm that we meet the necessary conditions to nominate/apply for the position of BOD member.

I/We respectfully nominate/apply the following candidate:

Full name: .....

Date of birth:..... Place of birth: .....

ID/CCCD/Passport No: ..... Issued on: ..... Issued by:.....

Permanent address: .....

Educational qualification:.. .....Major: .....

Currently owning: ..... shares.

Applying for the position of BOD member of the Company.

We sincerely thank you!!

....., day ..... month ..... year 2025

**APPLICANT**

*(Signature and full name, stamp if applicable)*

**Note:**

- This form must be sent to the Organizing Committee of the General Meeting before 5:00 PM on April 25<sup>th</sup>, 2025, to the Company's address.
- Attached documents: Copy of ID/CCCD/Passport/Business Registration Certificate; Copies of degrees; Curriculum Vitae;

# APPENDIX 02



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

## CURRICULUM VITAE

1. Full name: ..... Giới tính: Nữ/Nam.
2. Date of Birth:.....Place of birth: .....
3. Nationality: ..... Ethnicity: .....
4. ID/CCCD No: ..... Issued on: ..... Issued by: .....
5. Hometown: .....
6. Permanent residence registration: .....
7. Current residence: .....
8. Phone number: .....
9. Educational level: .....
10. Professional qualification: .....
11. Companies where the candidate currently holds BOD membership or other management positions: .....
12. Interests related to the Company (if any): .....
13. Work experience and positions held:

Duration	Workplace	Position
From ..... to .....		
From ..... to .....		
From ..... to .....		

14. Personal and related parties:

Full Name	ID/CCCD/Passport No.	Relationship	Permanent Address	Position at Company	Ownership or Representative Shareholding Percentage

*Note: A related person is defined as: Individuals and biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father-in-law, mother-in-law, wife, husband, biological children, adopted children, daughter-in-law, son-in-law, biological brothers, biological sisters, brothers-in-law, sisters-in-law.*

I hereby declare that the above information is true and accurate, and I take full responsibility before the law.

....., day ..... month..... year 2025

**APPLICANT**  
**((Signature and full name))**

**APPENDIX 03**  
**MEETING**  
**NOMINATION OF**

## Independence - Freedom - Happiness

## MEETING MINUTES OF NOMINATION GROUP

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

Today, on ..... at ....., we, the shareholders of the Company, collectively holding ..... shares, accounting for .....% of the Company's voting shares, are listed as follows:

[illegible]

We unanimously nominate the following candidate to participate as a member of the Board of Directors at the Annual General Meeting of Shareholders 2025 as follows:

1. **Position applied for:** Member of the Board of Directors.

2. Full name: .....

- ID/CCCD/Passport No:..... Issued on: .....

- Issued by: .....

- Permanent address: .....

- Educational qualification:..... Specialization: .....

We agree to nominate: Mr./Ms.....

- ID/CCCD/Passport No:..... Issued on: .....

- Issued by: .....

- Permanent address: .....

We unanimously appoint the representative of the group to carry out nomination procedures according to the regulations on nominating candidates for the Board of Directors of the Company.

The minutes were made at..... on.....

.....

..... day ..... month ..... year 2025

**Shareholder Representative**

(Shareholder Representative)

(Signature and full name)<sup>(\*)</sup>

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**Note:**

<sup>(\*)</sup>: For corporate shareholders::

- The legal representative must sign and stamp the document.

- If the representative managing the capital is not the legal representative, the person managing the capital must sign and attach the capital management authorization document.

**REPORT OF THE BOARD OF DIRECTORS  
ON 2024 PERFORMANCE AND 2025 BUSINESS ORIENTATION**

The Board of Directors (the “BOD”) of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) hereby presents to the Annual General Meeting of Shareholders (“AGM”) 2025 the report on the performance of the BOD in 2024 and the business orientation for 2025 as follows:

**PART I: PERFORMANCE OF THE BOARD OF DIRECTORS IN 2024**

**I. General Overview**

In general, the global economy in 2024 continued its recovery trajectory, albeit slow and uneven, with noticeable improvement toward the end of the year. While a recession was avoided, growth remained below potential. Persistent risks affecting global supply chains and commodity prices lingered. Despite tightened monetary policies, global inflation showed significant improvement compared to 2023. Several major economies began cutting interest rates, easing financial conditions.

Geopolitical tensions—particularly between the US and China, and Russia and the West—continue to exert negative impacts on global economic growth. Military conflicts and political instability caused volatility in fuel and raw material prices, freight rates, and delivery timelines, putting pressure on inflation and slowing global growth. Additionally, climate change, extreme weather patterns, and poor crop seasons in major food-producing regions contributed to a months-long rise in global food prices.

Amid such unpredictable global economic and political conditions, thanks to the concerted efforts of the entire political system, the timely and resolute leadership of the Government and the Prime Minister, and the efforts of all sectors, localities, the business community, and the people, Vietnam’s socio-economic situation in 2024 showed clear signs of recovery. Growth gradually picked up month by month and quarter by quarter, reaching 7.09%—exceeding the initial target of 6–6.5%, making Vietnam a bright spot in regional and global economic growth. Inflation remained below target, macroeconomic balances were maintained, and many key indicators met or exceeded set targets. The manufacturing, processing, technology, and electronics sectors were the main drivers of economic growth. Digital transformation in enterprises was emphasized, contributing to enhanced productivity and competitiveness.

In the context of a volatile economic landscape in 2024, despite the Company’s Management Board having implemented timely and appropriate policies while focusing on new investment activities—with the concerted efforts of employees across the entire system—the Company’s business performance did not meet expectations. Notably, the



sharp increases in gold prices and foreign exchange rates toward the end of the year significantly impacted the Company's import operations. In addition, several projects are still in their initial investment phase and have yet to generate revenue, which also adversely affected the Company's revenue and profit results for 2024.

## **II. Activities of the Board of Directors**

### **1. BOD Personnel Status**

As of 31 December 2024, the composition of the Board of Directors was as follows:

<b>No</b>	<b>Full Name</b>	<b>Position</b>	<b>Date of Appointment</b>
1	Mr. Ho Viet Cuong	Chairman of the BOD	Elected by AGM on 20/04/2024; elected as Chairman by BOD on 20/04/2024
2	Ms. Nguyen Thi Dung	Member of the BOD	Elected by AGM on 28/04/2022
3	Ms. Le Thi Hong Loan	Member of the BOD	Elected by AGM on 28/04/2022
4	Mr. Tran Van Hieu	Member of the BOD	Elected by AGM on 20/04/2024
5	Mr. Nguyen Quang Giang	Member of the BOD	Elected by AGM on 26/04/2023

### **2. Implementation of AGM Resolutions in 2024**

#### **2.1 Business and Investment Activities**

##### **2.1.1 Business Results in 2024**

*Unit: VND million*

<b>No</b>	<b>Indicator</b>	<b>Plan 2024</b>	<b>Actual 2024</b>	<b>Completion Rate (%)</b>
1	Revenue	3.554.676	3.426.213	96,38
2	Profit before tax	13.889	3.886	27,97
3	Profit after tax	11.111	2.775	24,97
4	Expected Dividend (%)	353,89	88,39	24,97

##### **2.1.2 Investment Activities**

- **Asset investment and exploitation:**

- *DHM Da Nang Building*: Maintained the lease agreement with FPT University Branch in Da Nang City.

- *Real estate investment*: Continued implementation in Thai Nguyen City.

- **Branches, subsidiaries, and affiliates:**

- Continued suspension of operations at Quang Nam Branch.

- In progress: Dissolution of Ho Chi Minh City Branch.

- **Projects:**

○ The sustainable forest management and international FSC certification program in Vo Nhai District recorded promising initial results, with approximately 6,100 hectares of forest now certified.

## **2.2 Profit Distribution in 2024**

Accumulated profit transferred from 2023 to 2024: VND 7,079 million.  
Total accumulated profit as of 31/12/2024: VND 9,854 million.

However, in 2024 the Company continues to focus on the plan to supplement capital for production, business, and investment activities, so the Company has not distributed profits and dividends for 2023.

## **2.3 Remuneration for BOD and Supervisory Board in 2024**

Remuneration was executed in accordance with the AGM Resolution 2024, specifically:

- Supervisory Board: VND 23.84 million.
- Board of Directors: VND 42.58 million.

## **2.4 General Director's Salary in 2024**

Total salary paid to the General Director in 2024: VND 111,014,038.

## **2.5 Implementation of policy and plan for share issuance to increase Charter Capital of the company**

With the goal of sustainable growth and the need to increase capital for business and investment, the AGM 2024 approved a plan to issue shares, increasing the Company's charter capital. The plan included:

- Bonus share issuance to existing shareholders from equity capital.
- Private placement plan ...

In October 2024, the BOD implemented of the capital increase plan—only carrying out the bonus share issuance at a 10% rate.

The issuance was successfully completed in December 2024, increasing the charter capital from VND 313,961,800,000 to VND 345,356,990,000. On January 2<sup>nd</sup> 2025, the Company was issued the 35th Certificate of Business Registration for change in charter capital by the Department of Planning and Investment of Thai Nguyen province. Therefore, the Company will record the new capital in the Financial Statements of the first quarter of 2025.

Regarding the private placement plan, the Board of Directors has not implemented it in 2024 due to market difficulties, and the Board of Directors will continue to study and find the most suitable time to implement it in the future.

## **2.6 Amendment of the Company's Charter**

Pursuant to the AGM Resolution, the BOD instructed the amendment of Article 6.1 of the Company's Charter concerning charter capital and promulgated the revised charter in accordance with regulations.

## **2.7 Appointment of the Independent Auditor for 2024**

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In 2024, Nhan Tam Viet Auditing Co., Ltd. continued to serve as the Company's auditor for the semi-annual and annual financial statements. The audit was performed professionally and fully in compliance with legal regulations, ensuring an accurate reflection of the Company's financial condition.

### ***3. Implementation of AGM Resolutions via Written Consultation***

Pursuant to Resolution No. 02/NQ-AGM dated 10 July 2024, approved through written shareholder consultation, the Company executed the following:

- Adjusted and supplemented the 2023 profit distribution plan;
- Continued implementation of the share issuance plan to increase charter capital from equity;
- Adjusted and re-approved the private placement plan for 2024.

### ***4. Activities of the Board of Directors in 2024***

#### **4.1 Organization and Operations of the BOD**

In 2024, the BOD consistently fulfilled its assigned roles and responsibilities, developing strategic plans, providing leadership, and monitoring the implementation process in alignment with the resolutions passed by the General Meeting of Shareholders.

The BOD convened **14 official meetings**, issuing resolutions in accordance with the Company's Charter and the Law on Enterprises. All meetings were conducted with the participation of the Supervisory Board, and full minutes were recorded and signed as prescribed.

(For details on issued Resolutions, please refer to **Appendix I**.)

#### **4.2 Evaluation of BOD Members' Performance**

All BOD members performed their duties commendably in 2024. Each member demonstrated effective governance and management capabilities in their areas of expertise, contributing to improved operational efficiency and goal attainment.

#### **4.3 BOD Oversight of Executive Management**

The BOD actively exercised its oversight and decision-making roles in all aspects of Company operations, closely collaborating with the Executive Board (the "Management").

The BOD consistently tracked market developments, issued timely resolutions, and supervised the execution of business and investment strategies to ensure compliance with the Charter, legal regulations, and shareholder resolutions. Executive Board members regularly reported to and consulted with the BOD, submitting periodic reports and proposals for upcoming activities to receive guidance and direction.

### ***5. Information Disclosure on Related-Party Transactions***

The Company's information disclosure concerning related-party transactions was conducted fully and in compliance with applicable regulations. Details of such transactions are presented in **Appendix II**.

## **PART II: OPERATION PLAN OF THE BOARD OF DIRECTORS IN 2025**

### **I. Operational Plan**

The economic outlook for 2025 is expected to maintain a stable growth trajectory, although affected by major power rivalries, supply chain shifts, and geopolitical instabilities in certain regions. Economic opportunities remain centered on technology transformation, renewable energy development, and climate change adaptation, with prospects for growth coming from sustainable production and the circular economy model.

As for the steel market in particular, 2025 will continue to experience mixed challenges and opportunities. Steel consumption demand is forecasted to increase by 1.2% compared to 2024. However, the global steel price trends will remain volatile, influenced by unpredictable factors, posing difficulties for steel enterprises in planning material procurement.

In Vietnam, sluggish demand growth for finished steel products is compounded by export pressure from China—the world's largest steel producer. Additionally, U.S. tax policies are significantly reshaping the global steel trade, directly and indirectly affecting the Vietnamese market.

These factors indicate that the steel market in 2025 will continue its recovery trend, though domestic demand growth is expected to remain modest, given ongoing difficulties in the real estate and construction project sectors. Businesses will continue to face fierce competition, the influx of low-cost steel imports, and export constraints due to increasing protectionism. Operational efficiency may improve but is likely to be slow and unsustainable.

Given the above forecasts, the Company will continue to monitor market fluctuations, proactively and flexibly utilize existing resources, and maintain, stabilize, and expand its business operations.

The BOD proposes the following key objectives and implementation solutions for 2025:

- Focus on commercial and service operations in the steel industry; reinforce and enhance the Company's reputation and market position.
- Continue reviewing and directing the termination or divestment of inefficient business units or activities; implement real estate investment business plans.
  - Study and implement investments in:
    - Sustainable forest management and FSC certification projects;
    - Forest carbon credit development;
    - Business cooperation and M&A of projects or companies related to mining, steel production, and construction sectors.

*\* Some basic goals need to be achieved:*

#### **1. Some key business performance indicators:**

The Board of Directors develops the planning indicators in 2025 as follow:

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*Unit: Million VND*

<b>Indicator</b>	<b>Actual 2024</b>	<b>Plan 2025</b>	<b>Growth Rate (%)</b>
Net Revenue	3.426.213	3.508.894	2,41%
Profit Before Tax	3.886	12.324	217,13%
Profit After Tax	2.775	9.859	255,27%

At the 2025 AGM, the BOD proposes not to distribute dividends for 2024. Instead, the entire undistributed profit after tax (after fund appropriations) will be reinvested into the Company's business activities, aiming to preserve and sustainably grow shareholders' equity.

## **2. Investment Activities:**

- Continue to promote investment and expand business operations, with a focus on the steel and construction sectors; consolidate, maintain, and enhance the Company's reputable position in both domestic and international markets through forms of cooperation, joint ventures, strategic partnerships, or direct investment.

- Invest in real estate business; implement sustainable forest management projects, obtain FSC forest certification and Carbon credit issuance; at the same time, develop investment plans for timber procurement, wood processing and manufacturing activities, along with other investment initiatives that ensure capital safety and generate returns for the Company.

- Branches and affiliated units: Continue monitoring and supervising operations; based on the actual circumstances of each business area, develop appropriate plans to either expand, downsize, dissolve, temporarily suspend, or collaborate in operations.

## **II. Implementation Solutions:**

The BOD will fully exercise its rights and responsibilities within the limits prescribed by law to ensure realization of AGM objectives and the protection of shareholder interests:

1. Develop strategic plans centered on business operations, improve capital efficiency, and enhance competitiveness.

2. Ensure that cooperative relationships with partners, customers, and credit institutions are consistently maintained and further developed. Diversify funding sources to promptly meet capital needs for the Company's business and investment activities, while utilizing capital efficiently and ensuring capital preservation and growth.

3. Strengthen the direction and strict supervision of investment activities, receivables, and operating expenses, aiming to prevent waste. Continue the restructuring process and address the existing issues and difficulties faced by the Company and its branches.

4. Promote the enhancement and development of human resources, focusing on training a professional workforce. Simultaneously, accelerate comprehensive digital

transformation to fully adapt to technological advancements and keep pace with global development trends.

5. Continue to promote the standardization of corporate culture, fostering a cohesive working environment that lays the foundation for adaptability, proactiveness, flexibility, and high efficiency in all Company operations.

6. Emphasize the enterprise risk management system to ensure optimal conditions for the Supervisory Board's operations in compliance with regulations, while enhancing preventive measures and mitigating risks from the earliest stages of all activities.

7. Enhance the legitimate interests of shareholders and pay attention to the income, benefits, and wellbeing of all employees.

This concludes the Board of Director's Report on the Company's 2024 performance and 2025 performance plan. We respectfully submit it to the General Meeting of Shareholders for review and approval.

Sincerely thank the Shareholders for always accompanying the Company over the past time. We hope to continue to receive the attachment and attention of the Shareholders./.

**On behalf of the Board of Directors  
Chairman**



**Ho Viet Cuong**

**Appendix I**  
**Resolutions of the Board of Directors in 2024**

No.	Resolution No.	Date	Approval Rate (%)	Summary of Content
1	01/2024/NQ-BOD	11/01/2024	100	Review of 2023 operations; proposal of 2024 business plan
2	02/2024/NQ-BOD	11/01/2024	100	Change of head office for Hanoi Branch
3	03/2024/NQ-BOD	11/01/2024	100	Policy on transactions between the Company and insiders or related parties
4	04/2024/NQ-BOD	05/02/2024	100	Approval of loan policy and guarantee issuance at MB Thai Nguyen
5	05/2024/NQ-BOD	20/02/2024	100	Organization of the 2024 Annual General Meeting of Shareholders
6	06/2024/NQ-BOD	20/3/2024	100	Execution of real estate transaction contract with an insider
7	07/2024/NQ-BOD	08/4/2024	100	Loan limit and guarantee plan at BIDV Nam Thai Nguyen
8	08/2024/NQ-BOD	20/4/2024	100	Election of the Chairman of the Board of Directors
9	09/2024/NQ-BOD	20/5/2024	100	Written shareholder consultation implementation
10	10/2024/NQ-BOD	24/6/2024	100	Approval of credit limit at Vietinbank Luu Xa
11	11/2024/NQ-BOD	30/9/2024	100	Review of 8-month performance in 2024; business plan for September and Q4/2024
12	12/2024/NQ-BOD	10/10/2024	100	Implementation of bonus share issuance plan to increase charter capital
13	13/2024/NQ-BOD	22/10/2024	100	Correction of the profit distribution proposal for 2023
14	14/2024/NQ-BOD	15/11/2024	100	Record date for exercising rights to receive bonus shares from equity
14	15/2024/NQ-BOD	17/12/2024	100	Completion procedures for bonus share issuance to increase charter capital
15	16/2024/NQ-BOD	23/12/2024	100	Cancellation of Bac Tra My land transfer contract; temporary suspension of Quang Nam Branch operations

**Appendix II**  
**Transactions with related person in 2024**

No	Name	Relationship with the Company	ID/License No., Date of Issue, Issuing Authority	Registered/Contact Address	Transaction Date	Resolution No.	Transaction Details (Type, Quantity, Total Value)	Notes
1	Nguyen Thi Dung	BOD Member – General Director	03018100114 3 – 19/01/2022 – Police Department	Group 7, Gia Sang Ward, Thai Nguyen City	20/09/2022	08/2022/NQ-BOD	Bank guarantee: VND 5,779,000,000 and VND 22,778,666,898	Land use rights and assets attached to land; valuable papers (savings books)
					29/03/2024	08/2022/NQ-BOD	Deposit for house purchase: VND 12,000,000,000	Land use rights and valuable papers
					25/06/2024	03/2024/NQ-BOD	Refund of house purchase deposit: VND 23,000,000,000	
					02/07/2024	08/2022/NQ-BOD	Refund of house purchase deposit: VND 12,000,000,000	
					06/08/2024	03/2024/NQ-BOD	Collateral deposit: VND 21,500,000,000	
					27/11/2024	01/2023/NQ-BOD; 15/2023/NQ-BOD	Collateral deposit: VND 6,000,000,000	

No	Name	Relationship with the Company	ID/License No., Date of Issue, Issuing Authority	Registered/Contact Address	Transaction Date	Resolution No.	Transaction Details (Type, Quantity, Total Value)	Notes
2	Nguyen Thi Hong Loan	Chief Accountant	01916400536 9 – 23/10/2024 – Ministry of Public Security	Group 7, Gia Sang Ward, Thai Nguyen City	20/04/2024	01/2023/NQ-BOD	Bank guarantee: VND 6,146,000,000	Land use rights and assets attached to land
					29/03/2024		Collateral deposit: VND 2,900,000,000	
					02/10/2024		Collateral deposit: VND 4,300,000,000	Land use rights and assets attached to land

**REPORT OF THE GENERAL DIRECTOR  
ON OPERATING RESULTS FOR 2024 AND BUSINESS ORIENTATION FOR 2025**

The General Director of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) hereby reports on the Company’s operations in 2024 and the strategic directions and tasks for 2025 as follows:

**I. General Evaluation of the 2024 Context**

In 2024, the global landscape remained complex and unpredictable, affected by escalating military conflicts, intensifying strategic competition among major powers, rising trade protectionism, increasing public debt and fiscal deficits, and the downturn of several key economies. Disruptions in global supply chains impacted global peace, stability, and economic growth. However, by year-end, global trade showed signs of recovery, inflationary pressures eased, financial market conditions were further loosened, and labor markets improved.

In this context, 2024 marked a year in which the Government of Vietnam demonstrated proactive and flexible macroeconomic policy management. Core inflation was kept under control, production recovered impressively, and foreign investment showed strong momentum, signaling readiness to welcome a new wave of next-generation foreign direct investment (FDI). Export turnover reached a new historic milestone. The national GDP growth rate in 2024 reached 7.09%, representing a bright spot in both regional and global economic performance, and signifying a new transition into the 2025–2030 economic development phase—an upward step that reflects Vietnam's aspiration for breakthrough growth and sustainable development.

As for the Vietnamese steel industry, it experienced a year of significant fluctuations, heavily influenced by global trends—particularly from China, the EU, and the U.S.—ranging from raw material prices, difficulties in production and consumption, to government support policies. Trade defense lawsuits and technical barriers including anti-dumping, anti-subsidy, and safeguard measures imposed by importing markets continued to increase compared to 2023.

Amid the global and domestic economic landscape, thanks to the relentless efforts of the Company’s Executive Board and its decisive management actions aligned closely with the strategic orientations and resolutions of the General Meeting of Shareholders (“GMS”) and the Board of Directors (“BOD”), all aspects of the Company’s operations in 2024 remained stable. This is considered a notable achievement during the Company’s ongoing restructuring and consolidation phase.



## II. 2024 Business Results

### 1. Executive Management Structure

As of 31 December 2024, the Company's executive structure consisted of:

No	Full Name	Title	Appointment Date
1	Ms. Nguyen Thi Dung	General Director	Appointed by BOD on 30/12/2021
2	Mr. Tran Thanh Tung	Deputy General Director	Appointed by BOD on 16/02/2012

### 2. Business Performance (Unit: VND million)

Indicator	Actual 2023	Plan 2024	Actual 2024	Compare rates %	
				Plan 2024	Actual 2023
Net Revenue	2.732.162	3.554.676	3.426.213	96,38	125,40
Profit Before Tax	8.379	13.889	3.886	27,97	46,37
Profit After Tax	5.977	11.111	2.775	24,97	46,43
Basic Earnings Per Share	190,4	353,89	88,39	24,97	46,42

The Company benefited from government support policies, particularly at year-end 2024, and from the management's ongoing efforts to source products, customers, and capital. Revenue reached 96.38% of plan and increased 25.4% compared to 2023.

However, the Company's profit in 2024 did not meet expectations, primarily due to the steel industry not being classified as a priority sector and being deemed high-risk by credit institutions. The steel market remains fiercely competitive, with extremely low profit margins. In addition, the sudden surge in gold prices led to a sharp increase in domestic foreign exchange rates, which directly affected the Company's business performance, particularly in relation to imported coal products.

## III. Financial Position in 2024

### 3.1 Assets and Liabilities

Unit: VND million

No.	Item	2023	2024	% Change
1	Total Assets	932.362	979.988	5,10
	Current Assets	725.305	766.255	5,64
	Non-current Assets	207.057	213.732	3,22
2	Total Liabilities	579.891	624.742	7,73
	Short-term Liabilities	579.891	624.742	7,73
	Long-term Liabilities			

### 3.2 Key Financial Ratios

No	Indicator	2023	2024	Change
1	Liquidity Ratios			
	Current Ratio (times)	1,25	1,22	-2,40%
	Quick Ratio (times)	1	1,16	16,21%
2	Capital Structure Ratios			
	Debt / Total Assets	0,62	0,64	3,22%
	Debt / Equity	1,65	1,76	6,67%

#### **IV. Management and Operations in 2024**

##### *1. Executive Management*

In 2024, under the close direction of the Board of Directors, the Executive Board fulfilled its tasks with determination, flexibility, and proactive efforts across all aspects of operations—business, investment, and finance—in accordance with the strategic directions approved by the General Meeting of Shareholders.

##### *2. Administration and Human Resources*

The Company maintained a stable administrative and HR structure. Organizational restructuring and staff reassignment policies were implemented, along with the recruitment of qualified personnel for key positions. Departments and individual staff members actively improved their expertise and professionalism.

Employee policies were consistently ensured, with attention to both material and spiritual well-being. Facilities and equipment were adequately provided to support effective work and employee morale. Security, occupational safety, and hygiene standards were strictly maintained.

##### *3. Communications and Marketing*

Corporate news and media were regularly updated to ensure stakeholders and investors remained informed of the Company's activities. Information disclosure was conducted in full compliance with regulations, with timely publication on the Company's website to ensure transparency and good corporate governance.

##### *4. Financial Management and Accounting*

In 2024, although the State Bank of Vietnam adopted a more accommodative monetary policy compared to 2023, businesses still faced challenges in accessing bank credit. Global gold prices and exchange rates surged, adversely impacting the Company's operations.

However, leveraging its reputation and credibility, the Company expanded credit relationships with multiple banks to secure adequate funding for its business and investment activities.

The Company prepared financial plans and operating cost forecasts for each business unit to ensure capital adequacy and timely financial execution. Debt repayment obligations and liabilities were fulfilled on time. The Company made effective use of its available credit limits and resources, particularly with commercial banks.

Working capital, inventories, and operating costs (including selling expenses, procurement, salaries, warranty and maintenance costs, etc.) were strictly monitored and controlled. Financial resources were used flexibly and efficiently. Debt recovery efforts were actively pursued to minimize overdue, long-term, and doubtful debts.

Monthly business performance reports were compiled, and forecasts for the upcoming month were prepared. Key financial indicators were analyzed and reported to the BOD for timely direction and adjustment in response to market fluctuations—ensuring operational stability and completion of targets.

The rollout of new management software greatly supported the financial-accounting function. It enabled streamlined accounting processes, accurate reporting, and effective cross-functional data integration. This also laid the groundwork for the Company's digital transformation.

Quarterly and annual financial reports, audits, and disclosures were fully carried out in accordance with applicable regulations for listed companies.

#### **V. Investment Activities**

- **Fixed Asset Investment:** The DHM Building in Da Nang remained under stable lease agreements, generating regular rental income.

- **Branches:** Operations of the Ho Chi Minh City and Quang Nam branches were discontinued due to inefficiencies.

- **Projects:** The sustainable forest management and FSC certification project in Vo Nhai District recorded positive results. As of the reporting date, approximately 6,100 hectares of forest were FSC-certified.

- **Other Investments:** Initial implementation of investment property activities commenced. The Company also invested in digital transformation initiatives, including server upgrades and new accounting software systems.

#### **VI. Internal Audit**

The Internal Audit Department fulfilled its assigned responsibilities in 2024, providing critical support to the BOD in risk management across all business and investment activities:

- Reviewed and assessed the effectiveness of business and investment proposals; monitored execution progress.

- Audited periodic financial statements to ensure strict control over working capital and operational expenses.

- Evaluated financial health, operational efficiency, capital preservation and development capacity, and key risk exposures.

- Provided timely recommendations on business orientation and financial management strategies.

- Held regular meetings and submitted periodic reports to the BOD for ongoing oversight and prompt response.

## VII. 2025 Business Plan and Implementation Strategies, Economic Outlook and Objectives

Vietnam's economic growth target for 2025 is projected at 6.5–7%, with potential to exceed 8–10% under favorable conditions. This projection is well-founded. The manufacturing sector has rebounded strongly since 2023, contributing significantly to export growth. Inflation remains under control, with the consumer price index forecast to decrease to 3.0% in 2025.

However, challenges and risks persist, including:

- Weak demand for goods, hindering recovery momentum;
- Rising tariff barriers in key export markets, especially in the West, driven by U.S. policy shifts;
- Exchange rate volatility, particularly concerning the U.S. dollar.

To achieve growth targets, Vietnam must implement synchronized and bold measures, particularly in infrastructure development to attract high-quality FDI. Simultaneously, the country will pursue sustainable growth aligned with the dual transformation strategy—green transition and digital transformation.

In light of the above, the Executive Board proposes the 2025 business plan as follows:

### 1. Key Performance Targets

Indicator	Unit	Actual 2024	Plan 2025	% Change
Net Revenue	VND million	3.426.213	3.508.894	2,41%
Profit Before Tax	VND million	3.886	12.324	217,13%
Profit After Tax	VND million	2.775	9.859	255,27%
Basic Earnings Per Share	VND/share	88.39	285,47	222,96%

### 2. Implementation Strategies

#### Commercial Operations:

- Maintain and strengthen market position while expanding market share in steel and construction sectors.
- Leverage results from the FSC-certified sustainable forest management program to explore forest certification monetization and initiate carbon credit trading in coming years—gradually shifting toward a green economy model.
- Expand and diversify markets, product lines, and customer base. Prioritize customer care across traditional, new, and potential segments.
- Enhance marketing and media activities to promote product quality and service offerings.

#### Investment Activities:

- Effectively utilize completed and ongoing projects (e.g., Quang Ninh, Quang Nam, Da Nang) through continued investment, transfer, or strategic partnerships where appropriate.

- Closely monitor branch and affiliate performance to determine suitable actions (e.g., development, downsizing, suspension, dissolution, cooperation).
- Continuously conduct research and market surveys in sectors such as real estate, wood processing and manufacturing, mining (including ore, stone, sand, etc.), steel production plants, or manufacturers of raw materials for the steel and construction industries. Promote cooperation through joint ventures and strategic partnerships with businesses operating in areas aligned with the Company's business lines.
- In terms of financial management: Develop a detailed financial plan to ensure proper capital allocation and timely funding for the Company's business and investment activities; optimize the use of capital both in terms of quality and efficiency.
- Enhance corporate governance and management capacity, with a focus on business development, market expansion.
- Continue improving organizational structure and human resources; promote corporate culture and brand development; foster a professional and supportive working environment.
- Responding to the global digital technology trend, applying digitalization to all activities of the Company, thereby improving the quality and efficiency of operations, management as well as the work efficiency of departments.

This concludes the General Director's Report on the Company's 2024 performance and 2025 business plan. We respectfully submit it to the General Meeting of Shareholders for review and approval.

Sincerely,

**GENERAL DIRECTOR**



**Nguyen Thi Dung**



**DUONG HIEU TRADING AND  
MINING JOINT STOCK COMPANY  
SUPERVISORY BOARD**

No. 03/BC-SB

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

Thai Nguyen, April 26<sup>th</sup> 2025

**REPORT OF THE SUPERVISORY BOARD  
On Activities in 2024 and Work Plan for 2025**

The Supervisory Board of Duong Hieu Trading and Mining Joint Stock Company (the “Company”) respectfully presents to the Annual General Meeting of Shareholders (“AGM”) 2025 its report on the Supervisory Board’s performance in 2024 and proposed plan for 2025 as follows:

**I. Supervisory Board’s Activities in 2024**

**1. Personnel**

There was no change in the Supervisory Board's personnel during 2024. The Board consisted of the following three members:

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

**2. Operations of the Supervisory Board**

**Objectives:**

- Closely follow the operational plan, identify risks promptly, and provide timely warnings.
- Ensure full compliance with legal and regulatory requirements across all Company activities.

**Meetings:**

The Supervisory Board held four meetings in 2024—one per quarter—in accordance with the Company’s Charter and the Supervisory Board’s operating regulations.

- All members attended the meetings and exercised their rights to deliberate and vote properly.

- Key matters approved by the Supervisory Board in 2024 included:

- The operational plan and task allocation for each member;
- Draft financial statements prior to official issuance;
- Reports on supervision of investment activities (real estate projects and the FSC-certified sustainable forestry project);
- The 2024 Supervisory Board report to be presented at the AGM;
- Proposal for selecting the 2024 financial statement auditor;
- Evaluation of the Board’s performance and forward-looking work plan.

**Execution & Monitoring:**

- Tasks were assigned by expertise, with performance monitoring mechanisms in place.
- High-risk projects and business segments were closely monitored.
- Supervisory activities were implemented according to AGM-approved plans.
- On-site inspections of investment activities were strengthened.

**Results:**



- The Head of the Supervisory Board provided strategic direction and planning for the Board's year-long supervision.
- Participated in all BOD meetings and collaborated closely with both the BOD and Executive Management in supervising business, investment, financial, and organizational operations.
- Coordinated with the auditor in reviewing periodic financial statements before issuance.
- Monitored corporate disclosure compliance and provided recommendations to the BOD and General Director when necessary.
- Proposed the appointment of an independent auditor for the Company's financial statements.
- Prepared the 2024 annual Supervisory Board report for the AGM and contributed to AGM preparations.

### **3. General Assessment**

The Supervisory Board fulfilled its 2024 responsibilities with professionalism, integrity, and caution.

Its supervision was conducted through in-depth reviews, on-site inspections, data requests, and risk detection—leading to effective and timely recommendations.

Feedback provided by the Board proved systematic and practical, supporting the BOD and Executive Management in resolving issues promptly.

## **II. Review of Financial Statements**

With respect to the Company's periodic financial statements for 2024, including those audited by Nhan Tam Viet Auditing Co., Ltd., the Supervisory Board conducted a thorough review and concluded:

- The financial statements fairly and accurately reflect the Company's financial position and operating results in all material respects;
- They are consistent with Vietnamese Accounting Standards (VAS), the current Vietnamese Corporate Accounting System, and other applicable regulations on the preparation and presentation of financial statements.

Particularly, the audited financial statements for the fiscal year from 01 January 2024 to 31 December 2024 received an unqualified opinion. The Company's commercial activities, investment performance, and financial position were accurately represented through the following key indicators:

### **1. Business Results**

No	Indicator	Unit	2024 Plan	2024 Actual	Fulfillment Rate
1	Revenue	VND million	3.554.676	3.426.213	96,38%
2	Profit Before Tax	VND million	13.889	3.886	27,98%
3	Profit After Tax	VND million	11.111	2.775	24,97%
4	Earnings Per Share (EPS)	VND/share	353.89	88.39	24,97%

## 2. Financial Position

### 2.1 Assets and Capital Sources

(Unit: VND million)

No	Item	01/01/2024	31/12/2024	Compare	
				Change	% Change
<b>I</b>	<b>Total Assets</b>	<b>932.362</b>	<b>979.988</b>	<b>47.626</b>	<b>5,10%</b>
<b>1</b>	<b>Current Assets</b>	<b>725.305</b>	<b>766.256</b>	<b>40.951</b>	<b>5,65%</b>
	Cash & Cash Equivalents	15.645	26.806	11.161	71,34%
	Short-term Investments	103.060	152.670	49.610	48,14%
	Short-term Receivables	455.997	547.115	91.118	19,98%
	Inventories	146.487	38.671	-107.816	-73,6%
	Other Current Assets	4.113	991	-3.122	-75,91%
<b>2</b>	<b>Non-current Assets</b>	<b>207.057</b>	<b>213.732</b>	<b>6.675</b>	<b>3,22%</b>
	Long-term Receivables	44	24	-20	-45,45%
	Fixed Assets	80.198	77.297	-2.901	-3,62%
	Construction in Progress	95.138	105.164	10.026	10,54%
	Long-term Investments	60	60		
	Other Non-current Assets	986	1.184	198	20,08%
<b>II</b>	<b>Total Liabilities &amp; Equity</b>	<b>932.362</b>	<b>979.988</b>	<b>47.626</b>	<b>5,10%</b>
<b>1</b>	<b>Total Liabilities</b>	<b>579.891</b>	<b>624.742</b>	<b>44.851</b>	<b>7,73%</b>
	Short-term Liabilities	579.891	624.742	44.851	7,73%
	Long-term Liabilities				
<b>2</b>	<b>Shareholders' Equity</b>	<b>352.471</b>	<b>355.246</b>	<b>2.775</b>	<b>0,78%</b>
	Charter Capital	313.961	313.961		
	Share Premium	-143,5	-143,5		
	Development Investment Fund	31.017	31.017		
	Undistributed Earnings	7.079	9.854	2.775	39,2%

### 2.2. Asset and Capital Structure

The Company's current asset and capital structure is assessed to be reasonable, demonstrating financial independence and autonomy. The detailed indicators are as follows:

#### Asset Structure

No	Indicator	2023	2024	Change
<b>I</b>	<b>Asset Structure</b>			
1	Ratio of current assets to total assets	77,79%	78,19%	0,40%
2	Ratio of non-current assets to total assets	22,20%	21,80%	- 0,40%

No	Indicator	2023	2024	Change
<b>II</b>	<b>Capital Structure</b>			
1	Ratio of liabilities to total capital	62,19%	63,75%	1,56%
2	Ratio of equity to total capital	37,80%	36,25%	-1,55%

### **III. Supervision of the BOD, Executive Management, and Shareholders**

In 2024, the Supervisory Board conducted oversight in accordance with its statutory duties and authority:

- Monitored the implementation of Resolutions passed by the General Meeting of Shareholders and the Board of Directors.
- Supported and supervised the organization of the AGM and shareholder voting via written consultation, ensuring legal compliance.
- Collaborated regularly with Executive Management to supervise commercial, investment, and financial operations as well as human resource activities across the Company.

#### **Evaluation of Supervisory Results:**

- The BOD issued timely Resolutions and Decisions aligned with the strategic direction approved by the AGM.
- Fourteen official BOD meetings were held to direct the Company's business and investment activities within the scope of its authority.
- The 2024 AGM was successfully held in April 2024, and written consultation was conducted with shareholders in July 2024—both in compliance with applicable legal procedures.
- The BOD, Executive Board, and functional departments demonstrated strong coordination, actively responding to requests for documents and information.
- Executive Management maintained a stable structure and prioritized market expansion, customer acquisition, and product diversification to meet performance targets.
- **Shareholder relations:** No complaints were received from any shareholder or shareholder group regarding governance, management, or operational issues during 2024.

### **IV. Coordination Between the Supervisory Board and Management Bodies**

The Supervisory Board highly values the cooperation received from the BOD, Executive Management, and departments throughout 2024, which enabled the Board to fulfill its oversight duties effectively.

- The Supervisory Board coordinated with the BOD and Executive Board in successfully organizing the 2024 AGM and conducting shareholder consultation in accordance with legal regulations.
- The Supervisory Board was invited to attend most executive meetings, ensuring visibility over all Company activities. This facilitated internal policy compliance monitoring and risk mitigation.
- The Board reviewed monthly and quarterly management reports, audit findings, and financial analysis to assess the Company's financial health, operational efficiency, capital preservation, and key risks.

## **V. Supervisory Board Remuneration in 2024**

Pursuant to the remuneration plan approved by the General Meeting of Shareholders, the total remuneration paid to the Supervisory Board in 2024 was **VND 23,847,073**.

## **VI. Recommendations from the Supervisory Board**

Based on actual performance and observations, the Supervisory Board offers the following recommendations:

- The Company should develop a detailed, sustainable business plan for 2025 and beyond—aligned with macroeconomic conditions in Vietnam and the Company's internal capacity—to ensure long-term stability and protect shareholder value.
- Strengthen internal controls through comprehensive policies, procedures, and internal regulations.
- Invest in developing a high-quality workforce as human capital remains the foundation of sustainable growth. The Company should prioritize recruitment and training for key positions to enhance efficiency and meet operational demands.

## **VII. Supervisory Board's Directions and Tasks for 2025**

The Supervisory Board outlines its 2025 work plan as follows:

- Develop a detailed 2025 supervision plan, clearly assigning responsibilities to each member and focusing on early risk detection and resolution.
- Maintain regular meetings and reporting mechanisms; ensure timely internal communication and coordination.
- Continue oversight of BOD and Executive Management activities—specifically focusing on the legality, reasonableness, and transparency of operations, capital use, and asset management.
- Review and appraise periodic (annual, semi-annual, and quarterly) financial statements before submission and disclosure.
- Closely cooperate with the BOD, Executive Board, and other departments to achieve the performance targets and tasks approved by the AGM.
- Enhance the application of digital tools in supervision to improve working efficiency and align with the Company's digital transformation objectives.

This concludes the Supervisory Board's report on its activities in 2024 and its work plan for 2025. We respectfully submit it to the 2025 Annual General Meeting of Shareholders for approval.

Sincerely,

**On behalf of the Supervisory Board  
HEAD OF THE SUPERVISORY BOARD**



**Tran Ngoc Han**

**PROPOSAL**

**Regarding: Approval of the 2024 audited financial statements**

To: Annual General Meeting of Shareholders 2025

Duong Hieu Trading & Mineral Exploitation Joint Stock Company

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

The Board of Directors ("BOD") of Duong Hieu Trading & Mineral Exploitation Joint Stock Company ("Company") respectfully submits to the Annual General Meeting of Shareholders 2025 for approval of the content of the 2024 audited financial statements, which have been audited by Nhan Tam Viet Auditing Co., Ltd. as follows:

The 2024 financial statements have been audited by Nhan Tam Viet Auditing Co., Ltd. in accordance with the prescribed standards, reviewed by the Company's Supervisory Board, and published by the BOD of the Company in accordance with regulations. The financial statements have also been posted on the website: <http://dhmjsc.vn>, including:

- (1) Report of the Board of Directors;
- (2) Independent audit report;
- (3) Balance sheet as of December 31, 2024;
- (4) Income statement for the accounting period from January 1<sup>st</sup> 2024, to December 31<sup>st</sup> 2024;
- (5) Cash flow statement for the accounting period from January 1<sup>st</sup> 2024, to December 31<sup>st</sup> 2024;
- (6) Notes to the financial statements for the fiscal year ending December 31<sup>st</sup> 2024.

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

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

**Recipients:**

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

  
Ho Viet Cuong

No: 02/TTr-BOD

Thai Nguyen, day 26. month 4. year 2025

## **PROPOSAL**

### **Regarding: Selection of the audit firm for auditing the 2025 financial statements**

To: Annual General Meeting of Shareholders 2025  
Duong Hieu Trading and Mining Joint Stock Company

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

To conduct the audit of the financial statements ("FS") for the year 2025 of Duong Hieu Trading and Mining Joint Stock Company ("Company") in accordance with regulations, the Board of Directors ("BOD") hereby submits to the Annual General Meeting of Shareholders ("AGM") for approval of the selection of the audit firm to perform the audit and review the 2025 FS of the Company as follows:

#### **1. Criteria for selecting an independent auditing firm:**

- An independent auditing firm with a good reputation, approved by the State Securities Commission (SSC) and the Ministry of Finance to audit public companies and listed organizations.
- One of the leading auditing firms in Vietnam with a high reputation for audit quality.
- A team of auditors with high qualifications and extensive experience; able to meet the requirements regarding the scope and timeline of the audit.
- Audit fee: A reasonable audit fee commensurate with the audit quality, based on the consideration of audit fee proposals and audit scope.

#### **2. Proposal for the audit firm:**

- Based on the criteria specified in Section 1 of this proposal;
- Based on the competence profile and the audit results achieved in 2024 by Nhan Tam Viet Auditing Co., Ltd;

The BOD proposes to continue selecting Nhan Tam Viet Auditing Co., Ltd as the firm to audit and review the 2025 FS of the Company. At the same time, the BOD

authorizes the General Director to sign the audit service contract with Nhan Tam Viet Auditing Co., Ltd. In case Nhan Tam Viet Auditing Co., Ltd, for objective reasons, is unable to audit the 2025 FS of the Company, the AGM authorizes the BOD to select another auditing firm based on the criteria specified in Section 1 of this proposal.

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

***Recipients:***

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Ho Viet Cuong**

**PROPOSAL**  
**Regarding: Approval of the 2024 profit distribution plan**

To: Annual General Meeting of Shareholders 2025  
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17<sup>th</sup> 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26<sup>th</sup> 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;
- Pursuant to the 2024 business results and the 2024 audited financial statements.

The Board of Directors ("BOD") of Duong Hieu Trading and Mining Joint Stock Company ("Company") respectfully submits to the Annual General Meeting of Shareholders 2025 for approval of the 2024 profit distribution plan as follows:

No	Indicator	Amount (million VND)	Ratio Compared to 2023
1	Profit before tax	3.886	46,37%
2	Corporate income tax payable	1.111	46,27%
3	Profit after tax	2.775	46,42%
4	2024 Profit distribution		
-	<i>Development Investment Fund</i>	0	0%
-	<i>Reward and Welfare Fund</i>	0	0%
-	<i>Profit distributed as dividends</i>	0	0%
5	Accumulated Retained Net Profit After Tax from Prior Years as of December 31 <sup>st</sup> 2023 (*)	7.079	
6	Accumulated Retained Net Profit After Tax from Prior Years as of December 31 <sup>st</sup> 2024 (*)	9.854	

In which:

- For the year 2025, the Company is in the process of comprehensive restructuring, especially focusing maximum resources to serve production, business, and investment activities. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders not to distribute dividends for 2024.

- (\*) Retained profit after tax from previous years as of December 31<sup>st</sup> 2023, was VND 377,371,574 (profit after tax of 2023), which has been used in the share issuance to increase charter capital from equity capital (implemented in 2024) according to the resolution of the General Meeting of Shareholders.

The cumulative profit after tax figures as of December 31<sup>st</sup> 2023, and December 31<sup>st</sup> 2024, in the audited 2024 financial statements have not been adjusted to reflect the decrease corresponding to the profit used for the distribution mentioned above, as the Company finalized the share issuance and charter capital increase process after the fiscal year 2024. This data will be amended in the QI/2025 financial reports.

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

***Recipients:***

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

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



**Ho Viet Cuong**

No: 04/TTr-BOD

Thai Nguyen, day 26. month 4... year 2025

## **PROPOSAL**

**Regarding: Approve the remuneration settlement for BOD and Supervisory Board members for 2024 and the estimated remuneration for 2025**

To: Annual General Meeting of Shareholders 2025

Duong Hieu Trading and Mining Joint Stock Company

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

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the remuneration settlement for BOD and Supervisory Board members for 2024 and the estimated remuneration for 2025 as follows:

### **I. Details of Remuneration Paid to the Board of Directors and the Supervisory Board in 2024:**

The remuneration of the Board of Directors and the Supervisory Board members in 2024 was paid according to the levels approved at the Annual General Meeting of Shareholders on April 20<sup>th</sup> 2024. Specifically, as follows:

- Total remuneration paid to the Board of Directors: VND 42,584,059.
- Total remuneration paid to the Supervisory Board: VND 23,847,073.

### **II. Remuneration Plan for the Board of Directors and the Supervisory Board of the Company in 2025:**

#### **1. Proposed Remuneration for the Board of Directors in 2025: VND 156,000,000**

<b>Position</b>	<b>Remuneration (VND/person/year)</b>	<b>Note</b>
- Chairman of the BoD	84,000,000	
- Member of the BoD	24,000,000	
- Member holding concurrent position	No remuneration	

#### **2. Proposed Remuneration for the Supervisory Board in 2025: VND 84,000,000**

<b>Position</b>	<b>Remuneration (VND/person/year)</b>	<b>Note</b>
- Head of Supervisory Board	36,000,000	
- Member of Supervisory Board	24,000,000	

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

The foregoing is the report of the Board of Directors of Duong Hieu Trading and Mining Joint Stock Company regarding the remuneration settlement for Board of Directors and Supervisory Board members for 2024 and the estimated remuneration for 2025.

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

***Recipients:***

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Ho Viet Cuong**

No: 05/TTr-BOD

Thai Nguyen, day 26... month 4.. year 2025

## **PROPOSAL**

### **Regarding: Approval of the business and investment plan for 2025**

To: Annual General Meeting of Shareholders 2025  
Duong Hieu Trading and Mining Joint Stock Company

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

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

#### **1. Business Operation Plan:**

<b>Economic Indicators</b>	<b>Unit</b>	<b>Actual 2024</b>	<b>Plan 2025</b>	<b>Growth/Decrease Rate</b>
Sales volume	Tons	554.798	452.235	-18,48%
Revenue	Million VND	3.426.213	3.508.894	2,41%
Total cost	Million VND	3.440.074	3.496.954	1,65%
Profit before tax	Million VND	3.886	12.324	217,13%

#### **2. Investment Plan:**

The Company continues to carry out unfinished tasks and actively promotes investment and business expansion, with a primary focus on the steel and construction sectors, gradually regaining its reputable position in both domestic and international markets. It will also continue reviewing and implementing closures or suspensions of underperforming units and business lines. The Company will invest in real estate, sustainable forest management projects, FSC forest certification, and Carbon credit issuance (including the procurement, production, and trading of FSC-certified wood products). Furthermore, the Company will pursue business cooperation and investment in projects and enterprises related to mining and manufacturing activities within the steel and construction industries. Available resources will be flexibly utilized to ensure safe capital development and generate effective returns for the Company.

#### **3. Financial plan:**

3.1 Cancellation of the Private Placement of Shares approved by the 2024 General Meeting of Shareholders, because the Board of Directors recognizes the

difficulties of the general economy and the capital market in particular, therefore has not implemented the private placement of shares to increase charter capital in 2024. As 2025 is forecast to continue to be a year of unpredictable fluctuations due to US tariff policies, the Board of Directors respectfully submits to the General Meeting of Shareholders to suspend the implementation of the private placement of shares to increase charter capital. The Board of Directors will continue to study and submit to the General Meeting of Shareholders for approval a capital increase plan when the implementation time is appropriate.

3.2 To ensure sufficient capital for production, business, and investment activities to achieve the targets outlined, the BOD respectfully submits to the AGM for approval of the capital mobilization plan from banks, financial institutions, organizations, and individuals (including shareholders) with a maximum amount for each operational segment (business, investment) of VND 500 billion.

**4. Implementation Solutions:** i) Maintain focus on trade and service activities within the steel sector, consolidating the Company's market position; ii) Evaluate and potentially cease inefficient operations or units; iii) Continue exploring investment opportunities, including real estate business, sustainable forest management projects (FSC certification and carbon credit issuance), and collaborating with steel and construction companies.

**5. Authorization for the BOD:**

Respectfully submit to the AGM to authorize the BOD to perform the following tasks:

- Organize and arrange capital mobilization, select banks, credit institutions, and individuals for financing. Proactively use assets for loan guarantees (including real estate, valuable papers, shares, and other assets) in compliance with laws and the Company's Charter;

- Perform necessary tasks to ensure the successful implementation of the proposed plan, safeguarding the best interests of the Company and shareholders.

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

**Recipients:**

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

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



**Ho Viet Cuong**

No: 06/TTr-BOD

Thai Nguyen, day .. month .. year 2025

**PROPOSAL**

**Re: Approval of Amendments to the Company's detailed Business Lines**

To: Annual General Meeting of Shareholders 2025  
Duong Hieu Trading and Mining Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17<sup>th</sup> 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26<sup>th</sup> 2019;
- Pursuant to the Charter of Duong Hieu Trading and Mining Joint Stock Company;
- Pursuant to Decision No. 27/2018/QD-TTg dated July 06<sup>th</sup> 2018, of the Prime Minister issuing the Vietnam economic sector system.

The Board of Directors (the "Board") of Duong Hieu Trading and Minerals Joint Stock Company (the "Company") respectfully submits to the General Meeting of Shareholders for approval the amendments to the Company's detailed business lines. Specifically:

**1. Amendments to the following detailed business lines:**

No	Supplemented business lines	Industry code	Main business lines
1	Wholesale of other specialized items not elsewhere classified Details: Wholesale of lime, dolomite stone, ferro manganese, ferro silicon, silico manganese, silicon carbide, carbon-enhancing substances...; Wholesale of scrap and non-metal waste, industrial scrap waste (types of slag, blast furnace slag...), chemicals for production (excluding chemicals banned by the state), detergents; Wholesale of prefabricated concrete structures, mechanical tools; Wholesale of various goods in supermarkets, minimarts, shopping centers.	4669	
2	Wholesale of metals and metal ores Details: Wholesale of aluminum ingots, ores, lead ores, zinc, copper, gold, iron...	4662	

2. Authorize the General Director – Legal Representative of the Company - to carry out procedures related to the amendment of the Enterprise Registration Certificate at the Department of Finance of Thai Nguyen Province, in accordance with legal regulations, regarding the modification of specific business lines as stated above.

3. Authorize the Board of Directors to amend Clause 1, Article 4 of the Company's Charter concerning business lines, and to report such amendment at the nearest General Meeting of Shareholders.

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

***Recipients:***

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

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



**Ho Viet Cuong**

**PROPOSAL**

**Regarding: Approval of the business and investment plan for 2025**

To: Annual General Meeting of Shareholders 2025

Duong Hieu Trading and Mining Joint Stock Company

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

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

**3. Approval of the dismissal of a BOD member:**

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

The BOD respectfully submits to the AGM for approval of the dismissal of Mr. Nguyen Quang Giang from the position of BOD member, effective from April 26<sup>th</sup> 2025.

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

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

- List of candidates:

No	Full Name of Candidat	Year of birth	Current Position	Proposed Position	Conditions/Standards
1	Ngo Quang Phuc	1985	None	BOD Member	(ii) In accordance with the Law and Company Charter; (ii) Resume published on the Company's website.

We respectfully request the Annual General Meeting of Shareholders 2025 to consider and approve.

**Recipients:**

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

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

  
*[Signature]*  
**Ho Viet Cuong**