

**TRÌNH KIÊN**

**THE MINUTES OF  
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 DNP  
HOLDING JOINT STOCK COMPANY**

**A. COMPANY INFORMATION**

- **Company Name:** DNP Holding Joint Stock Company (“The Company”)
- **Enterprise Registration Certificate No.:** 3600662561 issued by the Department of Finance of Dong Nai Province on January 2, 2004, as amended for the 27th time on Junly 22, 2025.
- **Head Office Address:** No. 9 Street, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.
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**B. TIME, VENUE, AND METHOD OF MEETING**

- **Time:** 3:00 PM, April 24, 2026
- **Meeting method:** Offline at Lot 13, D4 Street, Dat Do I Industrial Zone, Dat Do Commune, Ho Chi Minh City

**C. MEETING AGENDA:**

**I. Shareholder Eligibility Report:**

Mr. Nguyen Thanh Minh - Head of the Shareholder Eligibility Verification Committee - read the Shareholder Eligibility Report for those attending the meeting as of the opening time (14:15 on April 24, 2026):

The results are as follows:

- Total number of shares issued by the Company: 140,974,846 shares, including:
  - + Treasury shares: 8,810 shares
  - + Total voting shares: 140,966,036 shares
- Total number of shareholders with voting rights: 729 shareholders, representing 140,966,036 shares.
- Total number of shareholders attending the meeting: 39 shareholders, representing 129.949.995 shares, accounting for 92.19% of the Company’s total voting shares.
- Shareholders attending in person: 7 shareholders, representing 168.699 shares, accounting for 0.12% of the Company’s total voting shares.



- Shareholders by proxy: 32 shareholders representing 129.781.296 shares, accounting for 92.07% of the Company's total voting shares.

(By the time of voting, there were 42 shareholders attending in person or by proxy, representing 129.952.107 shares, accounting for 92,19% of the total voting shares.)

Thus, pursuant to Clause 1, Article 145 of the 2020 Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders is eligible to proceed.

## **II. MEETING PROGRAM AND AGENDA**

### **1. Introduction of the Chairperson and the Presidium**

The Organizing Committee introduces the Chairperson and the Presidium of the Meeting, including the following individuals:

- Mr. Tran Duc Huy – Chairman of the Board of Directors – Chairperson of the Meeting
- Mr. Trinh Kien – General Director – Member of the Presidium
- Ms. Nguyen Thi Huyen – Member of the Board of Directors– Member of the Presidium

The Chairperson and Presidium officially assume their responsibilities and exercise their authority to conduct the meeting.

### **2. Appointment of the Meeting Secretariat**

The Presidium appoints the Meeting Secretariat, consisting of the following individuals:

- Ms. Nguyen Thi Nga – Head of the Secretariat
- Ms. Luong Thi Huong – Member of the Secretariat

### **3. Approval of the Organizational and Voting Regulations, Election Regulations for Supplementing Members of the Board of Directors for the Remainder of the 2022-2027 Term, Approval of the Meeting Agenda, and the Vote-Counting Committee Composition**

The Secretariat officially assumes and carries out its duties for the meeting.

#### **3.1. Approval of the Organizational and Voting Regulations**

Voting on the approval of the Organizational and Voting Regulations was conducted by raising Voting Cards.

**Result:** 100% of the shareholders present at the meeting agreed to approve the Organizational and Voting Regulations.

#### **3.2. Approval of the Election Regulations for Supplementing Members of the Board of Directors ("BOD") for the Remainder of the 2022-2027 Term**

Voting on the approval of the Election Regulations for supplementing members of the Board of Directors was conducted by raising Voting Cards.

**Result:** 100% of the shareholders present at the meeting agreed to approve the Election Regulations.

### 3.3. Approval of the Meeting Agenda

Voting on the approval of the Meeting Agenda was conducted by raising Voting Cards.

**Result:** 100% of the shareholders present at the meeting agreed to approve the Meeting Agenda.

### 3.4. Approval of the Vote-Counting Committee

The Chairperson introduced the composition of the Vote-Counting Committee for approval by the meeting, consisting of the following individuals:

No.	Full name	Position
1	Ms. Nguyen Thanh Minh	Chair of the Vote-Counting Committee
2	Ms. Vo Thi Nhu Anh	Member of the Vote-Counting Committee
3	Mr. Phan Nhu Tuan Anh	Member of the Vote-Counting Committee

Shareholders did not self-nominate, nominate additional members, or raise any objections to the list of the Vote-Counting Committee proposed by the Chairperson. The meeting approved the composition of the Vote-Counting Committee through a show of voting cards.

**Result:** 100% of the shareholders present at the meeting unanimously approved the composition of the Vote-Counting Committee.

## 4. Contents of Reports and Proposals Presented at the Meeting

At the Meeting, the Presidium and the Board of the Supervisors presented the following Reports and Proposals:

- (i) Approval of the Report of the Board of Directors and the Board of Management on the 2025 business operations and the 2026 business plan (including the Report of the Independent Member of the Board of Directors).
- (ii) The Report: Approval of the audited Financial Statements for 2025 (in accordance with Proposal No. 01/2026/TTr-HĐQT dated 03 April 2026);
- (iii) The Report: Approval of the 2025 profit distribution plan, the payment of remuneration to the Board of Directors for 2025, and the total remuneration plan for the Board of Directors for 2026 (in accordance with Proposal No. 02/2026/TTr-HĐQT dated 03 April 2026).

- (iv) The Report: Approval of the list of auditing firms for the audit of the Financial Statements for the fiscal year 2026 (in accordance with Proposal No. 03/2026/TTr-HĐQT dated 03 April 2026).
- (v) The Report: Approval of the dismissal of Ms. Tran Thi Linh and Mr. Ngo Duc Vu from their positions as members of the Board of Directors for the 2022–2027 term, and the election of additional member(s) to the Board of Directors for the 2022–2027 term (in accordance with Proposal No. 04/2026/TTr-HĐQT dated 03 April 2026).
- (vi) The Report: Approval of certain general matters falling within the authority of the General Meeting of Shareholders (in accordance with Proposal No. 05/2026/TTr-HĐQT dated 03 April 2026).
- (vii) The Report: Approval of the change of the Company's head office address (in accordance with Proposal No. 06/2026/TTr-HĐQT dated 03 April 2026).

## 5. Discussions at the Meeting

The shareholders/proxies attending the Meeting discussed the reports and proposals. The discussions were recorded by the Secretariat and attached as an appendix to the minutes of this meeting.

## 6. Voting on the Meeting's Agenda and Electing an Additional Member of the Board of Directors, Board of Supervisors for the Remainder of the 2022-2027 Term

The Chair of the Vote-Counting Committee guided shareholders on voting for the agenda items presented at the Meeting using a secret ballot. The election of an additional member of the Board of Directors for the remainder of the 2022-2027 term was conducted using the cumulative voting method.

### 6.1 Voting Results by Ballot:

#### Content 1. Approval of the Report of the Board of Directors and the Board of Management on the 2025 business operations and the 2026 business plan (including the Report of the Independent Member of the Board of Directors).

- ❖ *Total number of voting ballots collected: 129.952.106 ballots, including:*
  - *Total number of valid ballots: 129.952.106 ballots, equivalent to 129.952.106 shares.*
  - *Total number of invalid ballots: 0 ballots, equivalent to 0 shares.*
  - *Number of votes in favor: 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.*
  - *Number of votes against: 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.*
  - *Number of abstentions: 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.*

#### Content 2. Approval of the audited Financial Statements for 2025 (in accordance with Proposal No. 01/2026/TTr-HĐQT dated 03 April 2026).

- ❖ **Total number of voting ballots collected:** 129.952.106 ballots, including:
  - **Total number of valid ballots:** 129.952.106 ballots, equivalent to 129.952.106 shares.
  - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
  - **Number of votes in favor:** 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**Content 3. Approval of the 2025 profit distribution plan, the payment of remuneration to the Board of Directors for 2025, and the total remuneration plan for the Board of Directors for 2026 (in accordance with Proposal No. 02/2026/TTr-HĐQT dated 03 April 2026).**

- ❖ **Total number of voting ballots collected:** 129.952.106 ballots, including:
  - **Total number of valid ballots:** 129.952.106 ballots, equivalent to 129.952.106 shares.
  - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
  - **Number of votes in favor:** 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**Content 4. Approval for the continued exemption from the public tender offer obligation for shareholders (as set out in Proposal No. 05/2026/TTr-HĐQT dated April 3, 2026) (With respect to this matter, shareholders listed in Proposal No. 06/2025/TTr-HĐQT dated October 3, 2025 shall not have voting rights).**

- ❖ **Total number of voting ballots collected:** 11.900.728 ballots, including:
  - **Total number of valid ballots:** 11.900.728 ballots, equivalent to 11.900.728 shares.
  - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
  - **Number of votes in favor:** 11.900.728 ballots, equivalent to 11.900.728 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

- **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**Content 5. Approval of the list of auditing firms for the audit of the Financial Statements for the fiscal year 2026 (in accordance with Proposal No. 03/2026/TTr-HĐQT dated 03 April 2026).**

- ❖ **Total number of voting ballots collected:** 129.952.106 ballots, including:
  - **Total number of valid ballots:** 129.952.106 ballots, equivalent to 129.952.106 shares.
  - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
  - **Number of votes in favor:** 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**Content 6. Approval of the dismissal of Ms. Tran Thi Linh and Mr. Ngo Duc Vu from their positions as members of the Board of Directors for the 2022–2027 term, and the election of additional member(s) to the Board of Directors for the 2022–2027 term (in accordance with Proposal No. 04/2026/TTr-HĐQT dated 03 April 2026).**

- ❖ **Total number of voting ballots collected:** 129.952.106 ballots, including:
  - **Total number of valid ballots:** 129.952.106 ballots, equivalent to 129.952.106 shares.
  - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
  - **Number of votes in favor:** 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
  - **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**Content 7. Approval of certain general matters falling within the authority of the General Meeting of Shareholders (in accordance with Proposal No. 05/2026/TTr-HĐQT dated 03 April 2026).**

- ❖ **Total number of voting ballots collected:** 129.952.106 ballots, including:
  - **Total number of valid ballots:** 129.952.106 ballots, equivalent to 129.952.106 shares.
  - **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.

- **Number of votes in favor:** 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**Content 8. Approval of the change to the Company's head office address (According to the content of Proposal No.: 06/2026/TTr-HDQT dated April 3, 2026)**

❖ **Total number of voting ballots collected:** 129.952.106 ballots, including:

- **Total number of valid ballots:** 129.952.106 ballots, equivalent to 129.952.106 shares.
- **Total number of invalid ballots:** 0 ballots, equivalent to 0 shares.
- **Number of votes in favor:** 129.952.106 ballots, equivalent to 129.952.106 shares, representing 100% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of votes against:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.
- **Number of abstentions:** 0 ballots, equivalent to 0 shares, representing 0% of the total votes cast by shareholders attending and voting at the meeting.

**6.2. Voting Results for the Additional Election of Members of the Board of Directors were presented at the General Meeting by the Head of the Vote Counting Committee as follows:**

Total Voting Ballots Issued at the General Meeting:	129.952.106 ballots
Number of Additional Board of Directors Members Elected for the Remainder of the 2022–2027 Term:	02 members
Total Election Ballots Participating in the Cumulative Voting Method:	259.904.212 ballots
Total Ballots Counted:	259.904.212 ballots, equivalent to 100% of the election ballots participating and cast
Details: + Valid Ballots	259.904.212 ballots, equivalent to 100% of the election ballots participating and cast
+ Invalid Ballots:	0 ballots, equivalent to 0 % of the election ballots participating and cast

**Voting Results for the Election of Board of Directors Members are as follows:**

<b>No.</b>	<b>Candidate Name</b>	<b>Number of Votes Received</b>	<b>Election Percentage (%)</b> <i>(Calculated based on the total voting ballots of all shareholders attending and voting at the General Meeting)</i>
1	Mr. Nguyen Viet Cuong	<b>129.952.107</b>	100%
	Mr. Doan Dac Hien	<b>129.952.105</b>	100%

### **III. RESOLUTIONS APPROVED BY THE MEETING**

1. Based on the voting results mentioned above and pursuant to the Meeting Organizational Regulations, the following matters have been approved:

<b>No.</b>	<b>Approved Resolutions</b>	<b>Percentage of the total voting shares of shareholders attending and voting at the meeting (%)</b>
1.	Approval of the Report of the Board of Directors and the Board of Management on the Company's performance in 2025 and business plan for 2026 (including the Report of the Independent Member of the Board of Directors)	100%
2.	Approval of the audited Financial Statements for 2025 (according to Proposal No. 01/2026/TTr-HĐQT dated April 3, 2026).	100%
3.	Approval of the 2025 profit distribution plan; payment of remuneration to the Board of Directors for 2025; and the plan for total remuneration of the Board of Directors for 2026 (according to Proposal No. 02/2026/TTr-HĐQT dated April 3, 2026).	100%
4.	Approval of the list of auditing firms for the audit of the Financial Statements for fiscal year 2026 (according to Proposal No. 03/2026/TTr-HĐQT dated April 3, 2026).	100%
5.	Approval of the dismissal of members of the Board of Directors for the 2022–2027 term, namely Ms. Tran Thi Linh and Mr. Ngo Duc Vu, and the election of additional members of the Board of	100%

No.	Approved Resolutions	Percentage of the total voting shares of shareholders attending and voting at the meeting (%)
	Directors for the 2022–2027 term (according to Proposal No. 04/2026/TTr-HĐQT dated April 3, 2026)	
6.	Approval of the continued exemption from the public tender offer obligation of a shareholder (according to Proposal No. 05/2026/TTr-HĐQT dated April 3, 2026)	100%
7.	Approval of certain general matters under the authority of the General Meeting of Shareholders (according to Proposal No. 05/2026/TTr-HĐQT dated April 3, 2026)	100%
8.	Approval of the change of the Company's head office address (according to Proposal No. 06/2026/TTr-HĐQT dated April 3, 2026)	100%

2. Based on the election results above and in accordance with the General Meeting's regulations and the election regulations for the additional members of the Board of Directors and Board of Supervisors for the remainder of the 2022–2027 term, Mr. Nguyen Viet Cuong has been elected as a member of the Board of Directors and Mr. Doan Dac Hien have been elected as members of the independent member of the Board of Directors of the Company from April 24, 2026

#### IV. APPROVAL OF THE MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

The minutes were fully and accurately recorded by the Meeting Secretariat, read to the entire assembly, and approved by 100% of the shareholders attending the meeting.

These minutes were prepared in three (03) copies in Vietnamese, each having equal legal validity. Based on the voting and election results and the contents of the minutes approved by the General Meeting of Shareholders, the Chairman of the Board of Directors will issue the Resolution of the Annual General Meeting of Shareholders in 2026 of DNP Holding Joint Stock Company in accordance with the regulations.

The meeting ended at 16 hours 30 minutes on the same day.

ON BEHALF OF THE SECRETARIAT



(Ms) Nguyen Thi Nga

CHAIRMAN



(Mr) Tran Duc Huy



## DISCUSSION APPENDIX

**Question 1:** After becoming a subsidiary of Tasco, what benefits has DNP gained and what contributions has it made to Tasco? Please elaborate on how DNP Holding's development orientation will change to align with Tasco's overall objectives in the coming period?

**The Presidium responded:**

Before becoming a subsidiary of Tasco, DNP had entered a phase of efficiency with a compound annual growth rate (CAGR) of revenue and gross profit exceeding 30% (2012–2025). Immediately after consolidation in December 2025, DNP made significant contributions to Tasco's Investment pillar by generating stable cash flows for reinvestment in strategic sectors such as clean water, green energy, and healthcare.

DNP continues to focus on large-scale water infrastructure projects to address water security. Key projects include Region 1 (Dong Thap – Tay Ninh – Vinh Long) with Phase 1 capacity of 300,000 m<sup>3</sup>/day (planned up to 600,000 m<sup>3</sup>), Trang Bang Water Plant (100,000 m<sup>3</sup>/day), and the proposed Region 2 (Ca Mau – Can Tho) at 300,000 m<sup>3</sup>/day to replace groundwater sources.

The Company plans to implement 1–2 strategic projects annually and integrate solar energy and BESS to reduce electricity consumption by 40–50%.

Traditional manufacturing sectors (pipes, fittings, CMC materials, Inochi household goods, packaging) continue to grow. In 2025, DNP completed relocation to an 18-hectare industrial complex in Dat Do Industrial Park, enhancing production capacity.

**Question 2:** How do Middle East conflicts and rising oil prices impact the Company, and what are the response plans?

**The Presidium responded:**

DNP faces risks from fluctuating raw materials (PE, PP, PVC) derived from oil. Rising oil prices increase input costs, logistics costs, and inflation pressure.

Key responses include:

- Diversifying supply sources
- Flexible pricing policies
- Strategic inventory management
- Cash flow optimization and scenario planning

**Question 3:** What are the Company's plans for essential sectors such as water and green energy?



**The Presidium responded:**

1. Water:

DNP focuses on large-scale water projects in Region 1 and proposals in the Southwest Hau River area to replace groundwater and address salinity intrusion.

2. Energy:

DNP develops solar (PV) and BESS systems. Projects have reduced electricity costs by 35–45%. From 2026, DNP will expand green energy solutions across the Tasco ecosystem.

**Question 4:** What competitive advantages support the Company's position in plastic pipe markets?

**The Presidium responded:**

Key advantages include:

- Strong revenue growth
- High-quality HDPE products used in over 1,000 projects
- International certifications (EPD) and Green awards
- Integrated ecosystem solutions
- Modern manufacturing facilities
- Strategic partnerships and market expansion

**Question 5:** How does CMC ensure growth amid cost volatility and competition?

**The Presidium responded:**

- Optimize operations and energy usage
- Diversify supply chains
- Adjust pricing and product structure
- Invest in technology and product innovation
- Expand distribution and export markets
- Strengthen branding and cost control

**Question 6:** How is the 3T culture implemented?

**The Presidium responded:**

3T includes Customer-centricity, Lean efficiency, and Speed.

Implementation:

- Digital governance systems (HROD)



- Standardized competency framework
- Lean operational optimization
- KPI/OKR performance management linked to income and promotion

**Question 7:** What is the plan to recover receivables?

**The Presidium responded:**

Receivables increased due to project-based payments. Solutions include:

- Increasing cash sales and guarantees
- Debt classification and provisioning
- Active debt recovery

**Question 8:** What are the business results for Q1 2026?

**The Presidium responded:**

Q1/2026 results exceeded expectations:

- Revenue increased by 25% YoY
- Profit before tax increased due to inventory advantages and higher sales volume



**DNP HOLDING  
JOINT STOCK COMPANY**

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

No: 01/2026/NQ-DHDCD

*Dong Nai, April 24, 2026*

**RESOLUTION**

*(Re: Approval of matters within the authority of the General Meeting of Shareholders)*

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
DNP HOLDING JOINT STOCK COMPANY**

**Pursuant to:**

- Law on Enterprises 2020 and its amendment, supplement, guiding documents;
- Law on Securities 2019 and its amendment, supplement, guiding documents;
- Charter on organization and operation of DNP Holding Joint Stock Company;
- Minutes of the 2026 Annual General Meeting of Shareholders of DNP Holding Joint Stock Company on the same day

**RESOLUTION:**

**Article 1.** Approve the reports of the Board of Directors ("BOM") and the Executive Board of DNP Holding Joint Stock Company on the operations in 2025 and the plan for 2026 (including Report of independent member of the Board of Directors).

**Article 2.** Approve the Audited Financial Statement for 2025 (*According to the content of Proposal No.: 01/2026/TTr-HDQT dated April 3, 2026*).

**Article 3.** Article 3. Approval of the 2025 profit distribution plan, the payment of remuneration to the Board of Directors for 2025, and the plan for payment of remuneration to the Board of Directors for 2026 of the Company (*Accordance with Proposal No. 02/2026/TTr-HDQT dated 03 April 2026*).

**Article 4.** Approve the List of Auditing Firms for the 2026 fiscal year (*According to the content of Proposal No.: 03/2026/TTr-HDQT dated April 3, 2026*).

**Article 5.** Approve the removal of Ms. Tran Thi Linh and Mr. Ngo Duc Vu from the positions of members of the Board of Directors from April 24, 2026.

Assign the Company's Board of Directors to review and resolve issues regarding the rights and benefits of Ms. Tran Thi Linh in accordance with the Company's regulations and relevant laws.

**Article 6.** Elect Mr. Nguyen Viet Cuong to hold the position of member of the Board of Directors and Mr. Doan Dac Hien to hold the position of independent member of the Board of Directors of the Company from April 24, 2026.

The term of the addition member of the Board of Directors elected follows the remaining term of the current Board of Directors of the Company (2022 - 2027).



**Article 7.** Approval of the continued exemption from the public tender offer requirement for shareholders (*Accordance with Proposal No. 05/2026/TTr-HĐQT dated 03 April 2026*).

**Article 8.** Approval of certain general matters falling within the authority of the General Meeting of Shareholders (*Accordance with Proposal No. 05/2026/TTr-HĐQT dated 03 April 2026*).

**Article 9.** Resolution takes effect from the date of signing.

The Board of Directors, Board of Directors and relevant persons are responsible for implementing this Resolution.

**Received place:**

- As Article 8;
- Company Shareholders;
- Archived in office.

ON BEHALF OF  
GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE BOARD OF DIRECTORS



**DNP HOLDING  
JOINT STOCK COMPANY**

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

No: 02/2026/NQ-DHDCD

*Dong Nai, April 24, 2026*

**RESOLUTION**

***(Re: Approval of matters within the authority of the General Meeting of Shareholders)***

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**DNP HOLDING JOINT STOCK COMPANY**

**Pursuant to:**

- *Law on Enterprises 2020 and its amendment, supplement, guiding documents;*
- *Law on Securities 2019 and its amendment, supplement, guiding documents;*
- *Charter on organization and operation of DNP Holding Joint Stock Company;*
- *Minutes of the 2026 Annual General Meeting of Shareholders of DNP Holding Joint Stock Company on the same day*

**RESOLUTION:**

**Article 1.** Approval of the change to the head office address of DNP Holding Joint Stock Company (“**Company**”). Specifically:

- The Company's head office address before the change: Bien Hoa 1 Industrial Park, Road No. 9, Tran Bien Ward, Dong Nai Province, Vietnam.
- The Company's head office address after the change: Tasco Building, 220 Bis Nguyen Huu Canh Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam.

**Article 2.** Assign Company's legal representative to execute and issue the full text of the Company's Charter, incorporating above-mentioned changes, and to carry out the procedures for changing the business registration details and other necessary procedures as stipulated in the Company's Charter and relevant laws to implement the contents approved by the General Meeting of Shareholders.

**Article 3.** Resolution takes effect from the date of signing.

The Board of Directors, Board of Directors and relevant persons are responsible for implementing this Resolution.

**Received place:**

- *As Article 3;*
- *Company Shareholders;*
- *Archived in office.*

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



**TRẦN ĐỨC HUY**



A Member  
of Tasco

**DNP Holding Joint Stock Company**

**Head office:** Road No. 9, Bien Hoa 1 Industrial Park,  
Tran Bien Ward, Dong Nai Province.

Tel: 028 62 768 768

Website: [www.dnpcorp.vn](http://www.dnpcorp.vn)

## MEETING AGENDA

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Time: 2:00 p.m., Friday, April 24, 2026

- Location: Company Office – Lot 13, D4 Street, Dat Do 1 Industrial Zone, Dat Do Ward, Ho Chi Minh City.

No.	TIME	CONTENT	UNIT/PERSON IN CHARGE
1.	13:30 – 14:00	<ul style="list-style-type: none"> <li>- Welcome guests;</li> <li>- Carry out registration procedures and verify shareholder qualifications;</li> <li>- Distribute meeting materials.</li> </ul>	Organizing Committee
2.	14:00 – 14:05	<ul style="list-style-type: none"> <li>- Opening of the Congress;</li> <li>- Report on checking the eligibility of shareholders/meeting attendees;</li> </ul>	Shareholder Eligibility Verification Committee
3.	14:05 – 14:10	<ul style="list-style-type: none"> <li>- Introduce the Presidium, appoint the Secretariat &amp; approve the composition of the Vote Counting Committee;</li> <li>- Approve the Meeting Program;</li> <li>- Approve the Organization and Voting Regulations at the Meeting;</li> <li>- Approve the Regulations on election of additional members of the Board of Directors for the 2022-2027 term.</li> </ul>	Chairperson
4.	14:10 – 14:20	- Report of the Board of Directors and the Executive Board on the Company's activities in 2025 and the business plan for 2026 (including Report of Independent member of Board of Directors)	Member of the Presidium
5.	14:20 – 14:30	<p>The Proposals with the following contents:</p> <ul style="list-style-type: none"> <li>- Proposal to approve the 2025 Audited Financial Statements.</li> <li>- Proposal to approve the 2025 profit distribution plan, 2025 Board of Directors' remuneration and 2026 Board of Directors' total remuneration plan;</li> <li>- Proposal to approve the list of units auditing the 2026 Financial Statements;</li> <li>- Proposal on removal and election of additional members of the Board of Directors for the 2022-2027 term;</li> <li>- Proposal to approve certain general matters under the authority of the General Meeting of Shareholders;</li> <li>- Proposal to change the Company's head office address;</li> <li>- Other contents under the authority of the General Meeting of Shareholders (if any).</li> </ul>	Member of the Presidium
6.	14:30 - 15:00	Discuss the contents of the Reports and Proposals at the Meeting	Presidium
7.	15:00 - 15:10	<p>Vote to approve the motions of the Meeting</p> <p>Elect additional members of the Board of Directors for the 2022-2027 term</p>	General Meeting of Shareholders
8.	15:15 – 15:45	<p>Vote counting</p> <p>Break time</p>	Counting Committee
9.	15:45 – 16:00	Announcement of voting and election results	Counting Committee
10.	16:00 – 16:15	Approve the Minutes of the 2026 Annual General Meeting of Shareholders	Presidium

**ORGANIZATION AND VOTING REGULATIONS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Respectfully to: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
DNP HOLDING JOINT STOCK COMPANY**

**Pursuant to:**

- *Law on Enterprises 2020 and its amendment, supplement, guiding documents;*
- *Law on Securities 2019 and its amendment, supplement, guiding documents;*
- *Charter on organization and operation of DNP Holding Joint Stock Company;*

To ensure the Annual General Meeting of Shareholders in 2026 ("**Meeting**") of DNP Holding Joint Stock Company ("**Company**") is conducted promptly, smoothly, and successfully, safeguarding the rights of shareholders and complying with the provisions of the Law on Enterprises and the Company's Charter,

The Organizing Committee of the Meeting respectfully submits to the General Meeting of Shareholders for approval the "**Regulations on Organization and Voting at the 2026 Annual General Meeting of Shareholders**" ("**Regulations**") with the following key contents:

**Article 1. Duties of the Meeting**

- Vote to approve the Regulations on Organization and Voting at the Meeting; the Ballot Counting Committee; the Regulations on the Election of Additional Members of the Board of Directors for the 2022-2027 term;
- Discuss and vote to approve the reports of the Board of Directors ("**BOD**") and Executive Board on the operations in 2025 and the plan for 2026 (including Report of Independent member of Board of Directors);
- Discuss and vote to approve the Audited Financial Statements for 2025;
- Discuss and vote to approve the Proposal on the List of Auditing Firms for the Financial Statements in 2026;
- Discuss and vote to approve the Proposal on the profit distribution plan for 2025; the remuneration of the BOD in 2025 and the plan for the total remuneration of the BOD in 2026;
- Discuss and vote to approve the Proposal on the dismissal and election of additional members of the Board of Directors for the 2022-2027 term;
- Discuss and approve the Proposal on certain general matters within the authority of the GMS;
- Discuss and approve the Proposal on change to Company's head office address;



- Discuss and approve other matters arising at the Meeting;
- Vote to approve the Minutes of the Meeting and the Resolutions of the Meeting.

## **Article 2. Shareholders attending the General Meeting of Shareholders**

Shareholders of the Company listed in the shareholder register as at March 24, 2026, are entitled to attend the Annual General Meeting of Shareholders in 2026 of the Company.

1. Shareholders or their authorized persons attending the Meeting must register with the Shareholder Eligibility Verification Committee to receive **Voting Ballots, Election Ballots, Voting Cards, and Discussion Forms**, which include the name of the shareholder or authorized person, voting code, and the number of voting shares held by the shareholder.
2. Shareholders or thier authorized persons must arrive on time and complete registration procedures with the Meeting Organizing Committee upon entering the Meeting room. Shareholders or thier authorized persons must bring the following documents to verify their eligibility and complete the registration with the Meeting Organizing Committee:
  - (A) *In case an individual being shareholder attends the Meeting in person, he/she must bring:*
    - + Original valid ID card/Citizen identification card/Passport.
  - (B) *In case an individual being shareholder authorizes another person to attend the Meeting, the authorized person must bring:*
    - + Original valid ID card/Citizen identification card/Passport; and
    - + Valid authorization letter according to the Company's form.
  - (C) *In case an organization being shareholder and its legal representative attends the General Meeting of Shareholders in person, the legal representative of the organization must bring:*
    - + Copy of Enterprise Registration Certificate/Establishment Decision (validly certified copy); and
    - + Original valid ID card/Citizen identification card/Passport of the legal representative.
  - (D) *In case an organization being shareholder authorizes a non-legal representative to attend the General Meeting of Shareholders, this authorized person must bring:*
    - + Original valid ID card/Citizen identification card/Passport of the authorized person;
    - + Copy of Enterprise Registration Certificate/Establishment Decision (validly certified copy); and
    - + Valid power of attorney in accordance with the Company's form.

If shareholders or thier authorized persons fail to present the required documents to verify their eligibility as specified in cases (A), (B), (C), and (D) above, the Organizing Committee reserves the right to deny their participation in the Meeting.
3. The authorized persons must use a power of attorney form provided by the Company attached to the Meeting Notice and may not further delegate their authority to a third

party to participate the Meeting.

4. Smoking is prohibited in the Meeting room;
5. Private conversations and mobile phone usage are prohibited during the Meeting. All mobile phones must be turned off or set to silent mode.
6. Recording or filming the Meeting requires the Chairperson's approval and/or unanimous consent of all attending shareholders.
7. Shareholders/authorized persons attending the Meeting, during the entire duration of the Meeting, must remain seated in designated positions, areas as specified by the Meeting Organizing Committee, follow the Presidium's instructions, behave courteously, and comply with security and order requirements set by the Meeting Organizing Committee at the meeting place.
8. For the Meeting's general interests, shareholders/authorized persons violating security or order regulations may be denied participation by the Organizing Committee.

### **Article 3. Presidium**

1. The Presidium consists of at least 03 members, including 01 Chairperson held by the Chairman of the Board of Directors and members appointed by the Chairman of the Board of Directors. The Chairman of the Board of Directors is the Chairperson of the General Meeting of Shareholders. The Presidium conducts the Meeting's affairs according to the content and agenda submitted by the Board of Directors ("**BOD**") and approved by the Meeting.
2. Duties of the Presidium:
  - a. Manage the activities of the Company's General Meeting of Shareholders according to the Board of Directors' planned agenda approved by the General Meeting of Shareholders;
  - b. Guide shareholders and/or authorized persons and the Meeting to discuss agenda items;
  - c. Present drafts and conclusions regarding the necessary matters for voting;
  - d. Discuss and clarify contents related to the Meeting program at the request of shareholders.
  - e. Decide and handle issues arising during the Meeting.

3. Working principles of the Presidium:

The Chairperson has the highest authority in directing and making decisions in the Meeting. Presidium members perform tasks assigned/delegated by the Chairperson.

### **Article 4. Secretariat of the Meeting**

1. The Secretariat of the Meeting consists of a maximum of 02 members appointed by the Chairperson; responsible to the Chairperson, the Presidium, and the General Meeting of Shareholders for their duties and under the direction of the Chairperson.
2. Duties of the Secretariat:
  - a. Assist the Presidium in announcing the agenda, draft documents, conclusions, Resolutions of the Meeting and notices of the Presidium sent to shareholders if requested;

- b. Receive and arrange registration forms for shareholders to express their opinions and submit them to the Presidium for decision;
- c. Record sufficiently and honestly all the content of the Meeting and the matters approved or noted by the shareholders in the Minutes of the Meeting;
- d. Draft Resolutions on matters approved at the Meeting;
- e. Read the Minutes for the Meeting's approval;
- f. Perform other tasks as required or assigned by the Chairperson.

#### **Article 5. Shareholder Eligibility Verification Committee**

1. The Shareholder Eligibility Verification Committee consists of a maximum of 03 members, including 01 Head and a maximum of 02 members appointed by the Chairman of the Board of Directors of the Company.
2. Duties of the Shareholder Eligibility Verification Committee:
  - Verify the eligibility of shareholders and authorized persons to attend the Meeting.
  - The Shareholder Eligibility Verification Committee shall report to the General Meeting of Shareholders on the attendance to the Meeting. If the meeting has a sufficient number of shareholders/ authorized persons of shareholders entitled to attend the meeting representing more than 50% of the shares with voting rights, the General Meeting of Shareholders of the Company shall be held in accordance with the regulations.
  - The Shareholder Eligibility Verification Committee must prepare a shareholder eligibility verification minutes, report and be responsible to the General Meeting of Shareholders when performing its duties.
  - After the Meeting, the Shareholder Eligibility Verification Committee must hand over the shareholder eligibility verification minutes along with a list of shareholders attending the meeting to the Meeting Organizing Committee for archiving purposes.
  - Perform other tasks as required or assigned by the Chairperson.

#### **Article 6. Ballot Counting Committee**

1. The Ballot Counting Committee consists of a maximum of 03 members, including 01 Head and a maximum of 02 members proposed by the Chairperson and approved by the Meeting.
2. Duties of the Ballot Counting Committee
  - Disseminate the voting rules and guide shareholders in voting;
  - Accurately determine the voting results on each matters to be voted on at the Meeting;
  - Review and report to the Meeting any violations of voting rules or complaints about voting results.
  - Announce the voting results to the Secretariat for updating in the content of the meeting minutes;
  - The Ballot Counting Committee must prepare the Ballot Counting Minutes, report and be responsible to the General Meeting of Shareholders when performing its duties.
  - After the Meeting, the Ballot Counting Committee must hand over the Ballot Counting Minutes along with all Voting Ballots to the Meeting Organizing Committee for archiving purposes.

- Perform other tasks as required or assigned by the Chairperson.

## **Article 7. Discussion at the General Meeting of Shareholders**

### **1. Principles:**

- Discussions shall only be conducted within the prescribed time and within the scope of the matters presented in the agenda of the General Meeting of Shareholders. In case the Meeting requires more time for discussion than expected, the Chairperson shall have the authority to decide on this issue.
- Shareholders or authorized persons who have opinions must fill in full shareholder information and clearly state the content to be discussed on the Discussion Form that has been distributed and forwarded to the Secretariat;
- The Secretariat will arrange the Discussion Forms and forward them to the Presidium;
- Shareholders or authorized persons who need to speak or debate must raise their hands and must comply with the following regulations:
  - + With the approval of the Chairperson;
  - + Must state name and voting code before speaking;
  - + The speech content must be concise and consistent with the Meeting agenda;

### **2. Addressing inquiries of shareholders or authorized persons:**

- Based on the shareholders' Discussion Forms, the Chairperson or the person designated by the Chairperson will respond to the inquiries of the shareholders or authorized person ;
- In case there are many discussion contents and the discussion time is not enough, the Chairperson has the full authority to consider and select the contents to prioritize for discussion to ensure the most appropriate and practical for shareholders.

## **Article 8. Voting to approve matters at the Meeting**

### **1. Principle:**

- All matters in the agenda of the Meeting must be discussed and voted on publicly by the General Meeting of Shareholders by raising a Voting Card or by secret ballot by Voting Card (*depending on the voting content*) for all shareholders and/or authorized persons.
- Voting cards/Voting ballots are printed by the Company and distributed to shareholders/ authorized persons at the beginning and will be collected by the Organizing Committee at the end of the General Meeting of Shareholders. Each shareholder/ authorized person is given a Voting Card and a Voting Ballot. The Voting Card clearly states the Shareholder Code, Full Name, and its Number of Voting Ballots. In addition to the contents as recorded on the Voting Card, the Voting Ballot also contains voting contents according to the Agenda of the General Meeting of Shareholders and the signature of the shareholder/ their authorized person.

### **2. Voting method:**

#### **2.1. *Voting Card Raising Method***

- ❖ Voting contents by raising Voting Card:
  - Approve the regulations for organization and voting at the Meeting;

- Through the Meeting agenda;
  - Through the composition of the Ballot Counting Committee;
  - Approving the Regulations on electing additional members of the Board of Directors for the 2022-2027 term;
  - Approval of the Minutes of the General Meeting of Shareholders;
  - Some other contents under the authority of the General Meeting of Shareholders are decided by the Chairperson.
- ❖ Procedures to vote by raising the Voting Card:
- Shareholders and/or authorized persons (approve, disagree, have no opinion) to a matter by directly raising their Voting Cards at the Meeting;
  - When voting at the General Meeting, shareholders or authorized persons who approve will raise their voting cards. Members of the Ballot Counting Committee will mark the Shareholder Code and the number of voting shares of each shareholder or authorized person who approves. Similarly, under the direction of the Chairperson, shareholders or authorized persons who do not approve or have no opinion will raise their voting cards in turn;
  - Immediately after completing the Voting section to approve each content proposed by the Chairperson for the Meeting's opinion, the Ballot Counting Committee will proceed to count the votes and the Ballot Counting Committee/ Chairperson will announce the voting results to the Meeting.

## **2.2. Secret ballot voting method**

### **❖ Voting contents by secret ballot (Voting ballot):**

- Report of the Board of Directors and the Executive Board on 2025 activities and 2026 plan (integrated with the 2025 Audit Committee's Activity Report) ;
- Proposal to approve the 2025 Audited Financial Statements;
- Proposal on the List of Auditing Firms for the Financial Statements in 2026;
- Proposal to approve the 2025 profit distribution plan; 2025 Board of Directors' remuneration and 2026 Board of Directors' total remuneration plan;
- Proposal on dismissal and election of additional members of the Board of Directors for the 2022-2027 term;
- Proposal on the approval of certain general matters under the authority of the General Meeting of Shareholders;
- Proposal on change to Company's head office address;
- Approve other matters within the authority of the General Meeting of Shareholders (if any).

### **❖ Procedures to vote by secret ballot voting:**

- Shareholders and/or authorized persons tick (X) or (√) in the Agree/Disagree/No opinion box for the matters to be voted on as stated in the Voting Ballot; Sign and specify full name on the Voting Ballot.
- Upon completion, shareholders and/or authorized persons shall vote according to the

instructions of the Ballot Counting Committee at the Meeting.

- After ensuring that all shareholders and/or authorized persons attending the Meeting have finished voting, the Ballot Counting Committee will proceed to count the votes and announce the vote counting results to the Meeting.

### **3. Voting rules:**

- 3.1. Each 01 (one) share is equivalent to one voting right. Each shareholder and/or authorized person attending representing one or more voting rights will be provided with 01 (one) voting card and 01 (one) Voting Ballot integrating the corresponding number of voting rights.
- 3.2. Issues to be voted on at the Meeting shall be approved when the approval rate of more than 50% of the voting shares attending the General Meeting is achieved:
  - Report of the Board of Directors and the Executive Board on 2025 activities and 2026 plan (integrated with the 2025 Audit Committee's Activity Report);
  - Proposal to approve the Audited Financial Statements for 2025;
  - Proposal on the List of Auditing Firms for the Financial Statements in 2026;
  - Proposal to approve the 2025 profit distribution plan; payment of Board of Directors' remuneration in 2025 and the Board of Directors' remuneration plan in 2026;
  - Proposal on dismissal and election of additional members of the Board of Directors for the 2022-2027 term;
  - Proposal on the approval of certain of general matters under the authority of the General Meeting of Shareholders;
  - Some other contents are under the authority of the General Meeting of Shareholders except for the contents specified in Point 3.3, Clause 3, Article 8 of these Regulations.
- 3.3. Voting issues at the General Meeting are approved when reaching the approval voting rate of 65% or more of the voting shares attending the Meeting:
  - Proposal on change to Company's head office address;
  - Some other issues as prescribed in the Company's Charter (if any).

### **4. Verification of the validity of the voting ballot:**

- 4.1. A ballot is considered invalid in one of the following cases:
  - i. Voting ballots are not issued by the Meeting Organizing Committee;
  - ii. Voting ballots do not have the Company's seal;
  - iii. Voting ballots are torn, crossed out, erased, or revised;
  - iv. Voting ballots do not have the signature of the shareholder or the authorized person;
  - v. Voting ballots are filled in by the shareholder or the authorized person with contents that are not in accordance with the instructions on the Voting Ballot and these Voting Rules;
  - vi. Voting ballots are submitted to the Ballot Counting Committee after the voting has ended and the Ballot Box has been sealed;
- 4.2. The voting content on the Voting ballots is considered invalid when:



**REGULATIONS  
ON THE ELECTION  
OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS  
FOR THE TERM 2022 - 2027**

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**Pursuant to:**

- Law on Enterprises 2020 and its amendment, supplement, guiding documents;
- Law on Securities 2019 and its amendment, supplement, guiding documents;
- Charter on organization and operation of DNP Holding Joint Stock Company;

**CHAPTER I  
GENERAL PROVISIONS**

**Điều 1. Scope of Regulation and Subjects of the Election**

- 1.1. These Regulations is applicable to the election of additional members of the Board of Directors (“**BOD**”) for the term 2022 - 2027 of DNP Holding Joint Stock Company (“**Company**”) at the 2026 Annual Meeting of Shareholders (“**AGM**”).
- 1.2. Eligible voters: Shareholders holding voting shares and authorized persons of shareholders holding voting shares, as per the shareholder list compiled by the Vietnam Securities Depository and Clearing Corporation as at March 24, 2026, who are present at the Meeting.

**CHAPTER II  
NOMINATION AND CANDIDACY FOR MEMBERS  
OF THE BOARD OF DIRECTORS**

**Điều 2. Conditions and qualifications for a Member of the Board of Directors**

**2.1. General conditions and qualifications for a BOD member:**

- Must have full civil act capacity and not fall under the cases stipulated in Clause 2, Article 17 of the Law on Enterprise;
- Must possess professional qualifications, experience in business management or in the Company’s business field/industry, and do not necessarily need to be a shareholder of the Company;
- A BOD member can concurrently hold positions as a BOD member in other companies but can only serve as a member of the BOD or Members’ Council in up to five (05) other companies.

**2.2. Specific conditions and qualifications for an independent BOD member:**

- Must not currently work for the Company, its parent company, or subsidiaries; must not have worked for these entities for at least three (03) consecutive years prior;
- Must not receive salaries or remuneration from the Company except for allowances entitled to BOD members;
- Must not have spouses, biological/adoptive parents, natural child, adopted child, or siblings who are major shareholders; managers of the Company or its subsidiaries;
- Must not directly or indirectly own at least 1% of the total voting shares of the Company;



- Must not have served as a BOD member or supervisory board member of the Company for at least five (05) consecutive years prior unless continuously reappointed for two terms.

### **Article 3. Nomination/Candidacy Procedure and Number of Members to Be Elected**

- 3.1. Shareholders holding voting shares can individually or collectively form groups to nominate/candidate individuals for BOD membership.
- 3.2. Shareholders or groups holding:
  - From 10% to less than 20% voting shares: Can nominate one (01) candidate;
  - From 20% to less than 30% voting shares: Can nominate two (02) candidates;
  - From 30% to less than 40% voting shares: Can nominate up to three (03) candidates;
  - From 40% to less than 50% voting shares: Can nominate up to four (04) candidates;
  - From 50% to less than 65% voting shares: Can nominate up to six (06) candidates;
  - From 65% voting shares or more: Can nominate sufficient candidates.
- 3.3. The number and structure of BOD members to be elected will follow the Proposal by the Board of Directors at the Meeting in 2026.
- 3.4. If by the end of the nomination/candidacy period, there are not enough candidates as required under Clause 3.3 of this Article, the BOD will nominate additional candidates to meet the required number.

### **Article 4. Application Documents for Nomination/Candidacy**

- 4.1. The application includes:
  - a) Nomination/Candidacy form (standard form);
  - b) Candidate's self-declared resume (standard form);
  - c) Copies of ID card/citizen identification card/passport and educational qualifications;
  - d) Valid authorization letter (if shareholders authorize others to nominate);
- 4.2. Applications must be submitted to the Organizing Committee of the Meeting by 4:00 PM on April 22, 2026, at:  
**DNP Holding Joint Stock Company**  
**Address:** Road No. 9, Bien Hoa Industrial Zone 1, Tran Bien Ward, Dong Nai Province  
**Phone:** 028 62 768 768
- 4.3. Only applications meeting all nomination/candidacy conditions and candidates meeting all conditions for a BOD member will be included in the list announced at the Meeting.

## **CHAPTER III**

### **ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS**

### **Article 5. Voting Methods and Election Principles**

- 5.1. The election is conducted via secret ballot using cumulative voting.

- 5.2.** Each shareholder has a total number of votes equal to their total voting shares multiplied by the number of members being elected.

*Example:*

*a. If two (02) BOD members are being elected and shareholder Nguyen Van A represents 1,000 voting shares (including number of shares owned and authorized), Nguyen Van A's total votes will be:*

$$(1,000 \times 2) = 2,000 \text{ votes.}$$

*b. If one (01) BOD member is being elected by the GMS and Nguyen Van A holds 1,000 voting shares (including number of shares owned and authorized), Nguyen Van A's total votes will be:*

$$(1,000 \times 1) = 1,000 \text{ votes.}$$

- 5.3.** Shareholder can accumulate his/her eligible votes for one nominee or some nominees;  
**5.4.** Accumulated number of votes for nominees of each shareholder shall not exceed his/her eligible votes.

## **Article 6. Ballots and Voting Instructions**

- 6.1.** Each shareholder/authorized representative attending will receive a ballot indicating their shareholder code, number of shares held, total number of votes corresponding to the number of members being elected, and a list of nominated candidates. The ballot must bear the Company's stamp.
- 6.2.** A valid ballot must meet these conditions:
- a) Vote for nominees named in the list and within the number of members to be voted approved by the AGM before casting vote.
  - b) The total number of votes is less than or equal to ( $\leq$ ) the total number of eligible votes of respective shareholder (the total number of eligible votes is equal to the number of eligible shares multiplied by the number of elected members.
  - c) Should not fall into any cases specified in Article 6.3.
- 6.3.** A ballot is considered to be invalid if it falls into one of the following cases:
- a) The ballot is not issued by the Organizing Committee of the Meeting;
  - b) The ballot does not bear the Company's stamp;
  - c) The ballot is torn, crossed out, erased, altered, or includes the name of a candidate not listed among those announced at the Meeting prior to voting;
  - d) The ballot contains additional information or inappropriate symbols;
  - e) The total number of votes cast for candidates exceeds the total number of votes that the shareholder is entitled to vote;
  - f) The number of ballots voting for the total number of candidate exceeds the number of members to be elected;
  - g) The ballot is not signed or does not include the full name of the voter;
  - h) The ballot is submitted to the Vote Counting Committee after voting has concluded and the ballot box has been sealed.
- 6.4.** Invalid ballots will not be counted in the election results.
- 6.5.** Instructions for Filling Out Voting Ballots:
- a) Shareholders may choose from the following methods to fill out the ballot:
    - Writing the number of votes in the "Number of Votes" column:
    - + For selected nominee(s), shareholders write the number of votes they wish to cast in the "Number of Votes" column corresponding to the candidate's name. The casted votes shall not exceed the total number of eligible votes of shareholder.

- + For non-selected nominee, shareholders enter "0" or leave the "Number of Votes" column blank corresponding to the candidate's name.
  - Marking (x) or (√) in the "Number of Votes" column:
    - + Allocating all votes to one candidate: mark in the "Number of Votes" column corresponding to that candidate's name.
    - + Distributing votes equally among all candidates: mark in the "Number of Votes" column corresponding to each candidate's name.
  - b) Shareholders or their authorized representatives attending the Meeting may allocate votes to one or more candidates or choose not to vote for any candidate.
- 6.6.** In case shareholders make a mistake while filling out the Voting Ballot, provided that the ballot has not yet been placed in the Ballot Box, they have the right to directly contact the Head of the Vote Counting Committee to exchange the Voting Ballot in order to ensure their rights.

**Article 7. Principles for Voting to Elect Members of the Board of Directors**

- 7.1.** The Vote Counting Committee will prepare the ballot box for electing BOD members. The committee will inspect the ballot box in the presence of shareholders.
- 7.2.** Voting begins upon the signal from the Chairperson of the Meeting or the Head of the Vote Counting Committee and ends when either the last shareholder present at the Meeting casts their vote into the ballot box, or 15 minutes after voting begins, whichever occurs first. After voting concludes, the ballot box will be sealed by the Vote Counting Committee in the presence of shareholders.
- 7.3.** Vote counting will commence immediately after voting concludes and the ballot box is sealed. The vote counting location must ensure confidentiality and independence to prevent interference or influence on Vote Counting Committee members throughout the entire process.
- 7.4.** The results of the vote count will be documented in writing and announced by the Head of the Vote Counting Committee at the Meeting.

**Article 8. Principles for Electing Members of the Board of Directors**

- 8.1.** Elected members of the Board of Directors are determined based on the number of votes received, ranked from highest to lowest, starting with the candidate who receives the highest number of votes until the required number of members is elected.
- 8.2.** In the event that two (02) or more candidates receive the same highest number of votes, a re-election will be conducted by the GMS among those candidates who have tied votes.

**Article 9. Announcement of Vote Counting Results**

- 9.1.** Based on the Vote Counting Minutes, the election results must be announced by the Vote Counting Committee immediately at the Meeting.
- 9.2.** The contents of the Vote Counting Minutes include:
  - Total number of shareholders participating and authorized to attend the Meeting;
  - Total number of shareholders participating in voting;
  - Number of valid ballots;
  - Number of invalid ballots;
  - Number of votes cast for each candidate for the Board of Directors.
- 9.3.** The election results will be recorded in the Resolution of the Meeting.

**Article 10. Complaints Regarding Voting and Vote Counting**

Complaints related to the election and vote counting at the Meeting will be resolved by the Chairperson of the Meeting and recorded in the minutes of the General Meeting of Shareholders.

**Article 11. Effectiveness**

- 11.1.** This Election Regulations consist of 03 Chapters and 11 Articles, taking effect after being approved by the General Meeting of Shareholders and is only applicable to the election of members of the Board of Directors for the 2022 - 2027 term at the Annual General Meeting of Shareholders in 2026.
- 11.2.** The Chairman of the Board of Directors – Chairperson of the Meeting will sign and issue these Regulations on behalf of the Meeting after being fully approved by the General Meeting of Shareholders.

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



**TRẦN ĐỨC HUY**



*Dong Nai, April 3, 2026*

## NOTIFICATION

### **Re: Nominating nominee of additional independent members of Board of Directors for the 2022-2027 Term at the 2026 Annual General Meeting of Shareholders**

DNP Holding Joint Stock Company ("**Company**") respectfully announces the following details regarding nominating nominee of additional members of Board of Directors ("**BOD**") for the 2022-2027 term at the Company's 2026 Annual General Meeting of Shareholders:

- 1. Number of elected members of the Board of Directors:** according to the Board of Directors' Proposal at the Company's 2026 Annual General Meeting of Shareholders .
- 2. Qualifications and Conditions for BOD Membership**
  - a. Nominees or candidates for the BOD must meet the following qualifications and conditions:
    - Have full legal capacity and not fall under the categories specified in Clause 2, Article 17 of the Law on Enterprises;
    - Have professional qualifications and experience in business management or in the fields/industries related to the Company's business operations, and are not necessarily shareholders of the Company;
    - A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company; however, he/she may only concurrently be a member of the Board of Directors or a member of the Members' Council at a maximum of 05 other companies.
  - b. **In addition to the above conditions, nominees or candidates for Independent BOD members must meet the following qualifications and conditions:**
    - Must not currently work for the Company, its parent company, or subsidiaries; must not have worked for these entities for at least three (03) consecutive years prior;
    - Must not receive salaries or remuneration from the Company except for allowances entitled to BOD members;
    - Must not have spouses, biological/adoptive parents, natural child, adopted child, or siblings who are major shareholders; managers of the Company or its subsidiaries;
    - Must not directly or indirectly own at least 1% of the total voting shares of the Company;
    - Must not have served as a BOD member or supervisory board member of the Company for at least five (05) consecutive years prior unless continuously reappointed for two terms.
- 3. Conditions for nomination and candidacy for Board of Directors members**
  - 3.1. Shareholders holding voting shares can individually or collectively form groups to nominate/candidate individuals for BOD membership. Specifically:



- From 10% to less than 20% voting shares: Can nominate one (01) candidate;
- From 20% to less than 30% voting shares: Can nominate two (02) candidates;
- From 30% to less than 40% voting shares: Can nominate up to three (03) candidates;
- From 40% to less than 50% voting shares: Can nominate up to four (04) candidates;
- From 50% to less than 65% voting shares: Can nominate up to six (06) candidates;
- From 65% voting shares or more: Can nominate sufficient candidates.

#### 4. Components of nomination and candidacy documents

- Nomination/Candidacy form (standard form);
- Candidate's self-declared resume (standard form);
- Copies of ID card/citizen identification card/passport and educational qualifications;
- Valid authorization letter (if shareholders authorize others to nominate).

#### 5. Nomination and candidacy method

To ensure proper documentation and sufficient time for review as required, nomination/candidacy dossiers must be submitted to the Company's Meeting Organizing Committee before 4:00 PM on April 22, 2026, at the following address:

##### **DNP Holding Joint Stock Company**

Contact address: Road No. 9, Bien Hoa 1 Industrial Park, Tran Bien Ward, Dong Nai Province.

Phone : 028 62 768 768

#### 6. Candidate List and Information

The list and relevant information of eligible candidates for BOD/Independent BOD members for the 2022-2027 term will be provided to shareholders at the Meeting.

Sincerely,

ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN



TRAN DUC HUY



No: 01/2026/BC-HDQT

*Dong Nai, April 3<sup>rd</sup>, 2026*

## **REPORT OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT ON COMPANY OPERATIONS IN 2025 AND BUSINESS PLAN FOR 2026**

### **I. ASSESSMENT OF COMPANY ACTIVITIES IN 2025**

#### **1. Macroeconomic overview**

In 2025, the global economy recorded a clearer recovery, albeit with ongoing uncertainties. Global GDP growth reached 3.3% (IMF), as major economies progressively adapted to the new interest-rate environment. Core inflation in most countries moved close to target levels, enabling a broadly synchronized monetary easing cycle that supported consumption and private investment. Nevertheless, the overall outlook remained clouded by disruptions in strategic supply chains, new trade barriers in green-technology sectors, and increasingly severe weather events impacting global economic infrastructure.

According to the General Statistics Office, Vietnam's economy achieved robust GDP growth of 8.02%, equivalent to an estimated GDP of USD 514 billion. Inflation was contained at 3.31%, meeting the National Assembly's target and contributing to macroeconomic stability. Exports continued to be a major growth driver, with the trade surplus rising 16.9% versus 2024 to USD 21.2 billion. Foreign direct investment (FDI) disbursements totaled USD 27.62 billion, up 9% year-on-year, reflecting continued investor confidence in Vietnam. Despite multiple troubles, the manufacturing PMI closed 2025 at 53 points, indicating ongoing expansion and a sustained recovery momentum. The economy nevertheless faces significant challenges from imported inflationary pressures, intense competition for high-quality investment, and the urgent need for digital and green transitions to meet stringent international standards.

#### **2. Company Performance Review for 2025**

Despite operating in a challenging economic environment, the leadership team and all employees of DNP Holding and its subsidiaries have made relentless efforts and demonstrated flexibility in responding to market volatility. By implementing innovative solutions and optimizing existing group resources, the Company seized opportunities to secure a solid foundation for further scale expansion and improvements in operational quality. Key achievements include:

***i) DNP Holding ranked among the Top 500 Largest Enterprises in Vietnam in 2025:*** DNP Holding is proud to be listed in the VNR500 Top 500 largest enterprises of Vietnam for 2025, ranking 162/500—an increase of 9 places from 2024—and securing a top-3 position within the plastics sector. This performance reflects the Company's solid standing in industrial materials, one of DNP's core businesses. Continued advancement in the VNR500 ranking and high standing within the plastics industry, together with sustained revenue growth in 2025, indicate DNP Holding's stable operating foundation and room for further development, particularly as the Company enters a new growth cycle supported by the Tasco ecosystem.



**ii) DNP Holding becomes a subsidiary of Tasco:** In December 2025, DNP Holding formally became a subsidiary of Tasco following Tasco Investment's acquisition of a 57.2% ownership stake. This strategic investment and acquisition of controlling interest reflect Tasco's plan to invest in essential sectors such as clean water, renewable energy, and household goods—areas with sustainable growth potential and lower sensitivity to economic cycles. Leveraging Tasco's governance strengths, financial resources, and ecosystem, Tasco and DNP Holding will collaboratively drive sustainable growth and create long-term value for shareholders, communities, and society.

**iii) Leveraging leadership in water-sector project development to address urgent water supply challenges:**

On 24/10/2025, DNP Water commenced construction of the interregional water project covering Đồng Tháp, Tây Ninh, and Vĩnh Long (Region 1), with a total investment of VND 1,820 billion. Phase 1 is designed for 300,000 m<sup>3</sup>/day, expanding to 600,000 m<sup>3</sup>/day in Phase 2. Once operational, Region 1 is expected to help mitigate salinity intrusion and strengthen water security in the Mekong Delta

In 2026, the Company will continue preparing a pipeline of strategic projects to expand clean water supply capacity, notably the Trảng Bàng water plant (Tây Ninh), whose construction began at the end of 2025 and is expected to be completed by mid-2026. Completion of these projects will both broaden service coverage and demonstrate the Company's commitment to meeting clean water demand, improving service quality, and promoting sustainable development.

**iv) Completion of plant relocation from Biên Hòa 1 Industrial Park, ensuring production stability during the move**

In compliance with the Dong Nai People's Committee decision, the Company completed the relocation of its production facilities out of Biên Hòa 1 Industrial Park before 01/12/2025. DNP expedited construction and installation works so that the Đất Đỏ (Ba Ria–Vung Tau) production plant began operations at the end of 2025, marking a strategic step for the next growth phase. Occupying 18 hectares, the new plant serves as a key production hub for Dong Nai Pipes & Fittings, rigid and flexible packaging, and the INOCHI household brand. Notably, the project was executed 14 months faster than typical schedules and achieved cost savings of up to 57% versus the initial budget. The expanded operational footprint and enhanced production capacity position DNP to meet customer commitments more effectively.

**v) Technology improvements, product diversification, and export expansion:**

In 2025, Inochi intensified R&D efforts and expanded its product portfolio to approximately 1,000 SKUs, featuring technological, functional, and material enhancements. The Company increased focus on e-commerce channels to expand reach and sales, making Inochi one of the top-selling household brands on these platforms. Inochi products are now present in 20 countries and distributed through major retailers such as Costco and Woolworths. In 2025, TPP launched the Inochi Studio model - a strategic shift from traditional retail toward solution- and experience-based selling, offering personalized consulting services tailored to living spaces. This approach targets urban consumers with higher demands for design and lifestyle, and is expected to enhance brand value, improve margins, and create new growth avenues.

**vi) Consolidated operating results and key business segments**

❖ *Consolidated operating results:* DNP Holding recorded consolidated net revenue of VND 9,504 billion, up 6.8% year-on-year and achieving 98.3% of the 2025 plan. Consolidated profit before tax reached VND 365 billion, up 59.3% versus 2024 and exceeding the plan by 194.1%. Excluding the effects of goodwill allocation and asset value uplifts following M&A, consolidated pre-tax profit was VND 530 billion, an increase of 27.1% over 2024. Consolidated profit after tax amounted to VND 249 billion, up 29.9%, reflecting operating efficiency driven by targeted market development, export expansion, portfolio rationalization, and cost optimization.

❖ *Key business segments delivered positive results that underpin long-term growth*

- *Premium household goods:*

Revenue from the household product line grew with an emphasis on profitability, laying a foundation for revenue expansion in 2026–2028. Revenue reached VND 847 billion, up 5.6% year-on-year.

Inochi maintained strong proprietary channels—modern trade, project sales, exports—and the GT channel, especially eGT, showed healthy growth aligned with market trends.

By the end of 2025, with over 130 new products introduced annually, INOCHI's portfolio reached nearly 1,000 SKUs across household categories (basins and strainers, food storage, mother & baby, hygiene, ceramics & glass, insulated products, electronics, etc.), available in major supermarkets nationwide and well received by consumers. INOCHI's presence in 20 countries (including Malaysia, the Philippines, Indonesia, Myanmar, Hong Kong, Qatar, Japan, Greece, Switzerland, Australia, and the USA) positions the brand for greater international recognition.

- *Clean water and environment sector:*

Năm 2025, DNP Water delivered positive results, with cumulative revenue of VND 1,478 billion, up 6.5% and meeting the annual plan—primarily driven by higher consumption volumes and average selling prices.

DNP Water substantially completed its customer acquisition plan with over 21,000 new customers (a 16% increase year-on-year), bringing the year-end total to approximately 470,000 customers. Non-revenue water (NRW) was controlled at 10.77%, a slight improvement from the prior year and better than the sector average, indicating enhanced operational management.

In 2025, DNP Water restructured toward a lean two-tier organizational model, established standardized job classifications, and rolled out the 3T core values system group-wide, laying the groundwork for unified governance and sustainable development.

- *Water equipment and materials segment:*

Dong Nai Plastic continued to leverage its strengths in HDPE pipes and fittings, supported by a comprehensive ecosystem of materials, pumps, valves and software solutions. The Company's products have been used in over 1,000 water supply, drainage, irrigation, environmental and agricultural projects. In addition to strong partnerships in the water and environmental sectors, Dong Nai Plastic is a strategic supplier to major real-estate developers (Masterise, Nam Long, Keppel, Đất Xanh Group, Khang Điền, etc.), significantly expanding into the northern market and targeting premium and mega-urban developments. In 2025, Dong Nai Plastic became the first Vietnamese pipe manufacturer to obtain international EPD

(Environmental Product Declaration) certification and received the National Green Product & Service Award.

Segment revenue in 2025 was VND 3,635 billion, up 3.8% year-on-year and achieving 100.5% of plan.

- *Construction Materials:*

Despite higher input costs and slow demand recovery in 2025, CMC delivered strong growth, demonstrating flexible management and effective adaptation.

To be more specific, net revenue from tiles and glazed roof tiles reached VND 2,114 billion, up 23.5% year-on-year. This performance was driven by product portfolio restructuring and a focus on higher-value, higher-margin products. Notably, the Semi-Porcelain line achieved sales of over 6 million m<sup>2</sup> - an outstanding 200% increase - significantly strengthening competitiveness.

The Company established a large strategic distributor network and expanded coverage domestically and in key export markets (Laos, South Korea, North America, etc.). Operationally, CMC increased capacity by 14.28% versus 2024 and completed organizational streamlining focused on customer orientation, while implementing Kaizen initiatives that reduced production costs without compromising quality.

- *Packaging segment:*

Packaging segment revenue in 2025 reached VND 1,430 billion - rigid packaging revenue was VND 627 billion, down 12.2% year-on-year, reflecting soft short-term demand recovery for rigid packaging in Vietnam. This prompted the segment to refocus on higher-value customers and products to improve profitability.

In 2025, Flexible packaging revenue was VND 803 billion, up 2.9% year-on-year despite relocation preparations at year-end. A notable positive development was the expansion of customer base to international retailers rather than traditional trading partners, supporting operational efficiency and setting the stage for stronger performance in 2026. The Company also intensified R&D in high-biodegradability, health- and environment-friendly products (bio-based plastics for flexible packaging) and adopted advanced technologies to improve quality and reduce waste. Successful exports and presence in 11 international markets demonstrate consistent product quality and adaptability, providing a solid platform for sustainable growth.

Overall, in 2025, the operational capabilities of DNP Holding's core segments continued to strengthen, contributing to sustained growth momentum and establishing a solid foundation for future development.

### Financial Performance in 2025 vs the same period last year

Unit: Billion VND

No.	Indicator	Consolidated		% Compared to 2024
		31/12/2025	31/12/2024	
1	Total assets	19.164	17.673	108,4%
2	Owner's equity	6.378	6.075	105,0%
3	Net revenue	9.504	8.898	106,8%
4	Profit before tax	365	229	159,4%
5	EBITDA	1.738	1.504	115,6%

<b>6</b>	Profit before tax (excluding consolidation allocation entries: goodwill and fair value)	530	417	127,1%
	Profit before tax from core operating activities	337	301	112,0%

### Income statement in 2025

Unit: Billion VND

No.	Indicator	Unit	Actual 2025	Plan 2025	% of completion	Actual 2024	% of actual 2025 compared to 2024
<b>1</b>	<b>Consolidated revenue</b>	Billion VND	9.504	9.673	98,3%	8.898	106,8%
<b>i</b>	Clean water and environment	Billion VND	1.478	1.496	98,8%	1.388	106,5%
<b>ii</b>	Water sector ecosystem	Billion VND	3.635	3.616	100,5%	3.502	103,8%
<b>iii</b>	Household goods	Billion VND	847	1.031	82,2%	802	105,6%
<b>iv</b>	Packaging	Billion VND	1.430	1.570	91,1%	1.494	95,7%
<b>v</b>	Construction materials	Billion VND	2.114	1.960	107,9%	1.712	123,5%
<b>2</b>	<b>Profit before tax</b>	Billion VND	365	188	194,1%	229	159,3%
	Profit before tax from core operating activities	Billion VND	337	359	93,9%	301	112,0%
	Profit before tax (excluding goodwill allocation and post-M&A amort.)	Billion VND	530	359	147,6%	417	127,1%

Overall, in 2025, the operational capacity of DNP Holding reflects a strategy to grow with effectiveness. Entering the new business cycle, improvements based on the Kaizen philosophy, combined with the application of modern technologies and innovative solutions, have enabled the system to optimize operating costs and enhance efficiency. As a result, cash flow and profitability indicators have shown positive improvements, creating a solid hinge for subsequent stages of development.

### 3. Activities of the Board of Directors in 2025

In 2025, the Board of Directors (BOD) conducted both regular and extraordinary meetings, resulting in the issuance of 11 Resolutions as detailed in the list below:

No.	Resolution No.	Date	Content
1	01/2025/NQ-HĐQT	06/01/2025	Approved the policy to carry out related-party transactions in 2025

2	02/2025/NQ-HĐQT	03/03/2025	Approved the plan to convene and organize the 2025 Annual General Meeting of Shareholders.
3	03/2025/NQ-HĐQT	06/03/2025	Set the record date for the early repurchase and periodic interest payment of bonds.
4	04/2025/NQ-HĐQT	25/04/2025	Appointed the Chairman of the Company's Audit Committee for the 2022–2027 term.
5	05/2025/NQ-HĐQT	09/06/2025	Set the record date for the periodic interest payment of bonds.
6	06/2025/NQ-HĐQT	10/06/2025	Contributed capital to establish a subsidiary with its head office in Bà Rịa–Vũng Tàu.
7	07/2025/NQ-HĐQT	26/06/2025	Approved related-party transactions and the implementation thereof.
8	08/2025/NQ-HĐQT	07/07/2025	Selected the auditor for the financial statements for the 2025 fiscal year.
9	09/2025/NQ-HĐQT	03/09/2025	Set the record date for the early repurchase and periodic interest payment of bonds.
10	10/2025/NQ-HĐQT	11/09/2025	Organized solicitation of shareholder opinions by written ballot.
11	11/2025/NQ-HĐQT	08/12/2025	Approved the plan to reduce and replace collateral for DNP Holding Joint Stock Company's 2024 private placement bonds.

#### 4. Implementation of Resolutions of the General Meeting of Shareholders (GMS)

In 2025, the Company's Annual General Meeting of Shareholders (AGM) dismissed two members of the Board of Directors (term 2022–2027) who submitted resignation letters and elected two replacement members, including one independent member.

On 07/07/2025, the Board of Directors convened and selected the auditing firm for the Company's 2025 financial statements in accordance with the list and selection criteria approved by the Company's AGM. On the same day, the Company officially executed the engagement agreement with the selected auditor.

On 30/12/2025, Tasco Investment Company Limited reported the results of a share transaction: Tasco Investment Co., Ltd. purchased a total of 80,683,437 DNP shares (equivalent to 57.2% of the Company's charter capital) from transferors included in the list approved by the Company's AGM for exemption from mandatory public tender under Resolution No. 02/2025/NQ-HĐQT. Accordingly, the Company's Board of Directors continues to perform the mandate entrusted by the AGM to carry out related procedures to assist the shareholder with the transfer of DNP shares until the ownership ratio exceeds the 75% threshold.

All the above matters have been reported and publicly disclosed in accordance with applicable legal requirements.

## 5. Report on Transactions Between the Company and Related Parties

Based on actual conditions and the assessment results of the Audit Committee (as reflected in the independent report), in 2025:

- The Company had no transactions between itself, its subsidiaries, or companies under its control of more than 50% charter capital, and any member of the Board of Directors or persons related to such members;
- The Company had no transactions with any company in which a member of the Board of Directors, the General Director, or other executives was a founding member or a manager within the three years prior to the time of the transaction.

## 6. Board of Directors' Remuneration in 2025

In accordance with the Resolution of the 2025 General Meeting of Shareholders, all members of the Board of Directors did not receive any remuneration. Accordingly, DNP Holding made the following remuneration payments in 2025:

Description	Actual Value	As per GMS Resolution 2025
<b>Actual BOD remuneration paid in 2025</b>	0 VNĐ	0 VNĐ
<b>Number of BOD members receiving remuneration</b>	0	0
<b>Monthly remuneration per BOD member</b>	0 VNĐ	0 VNĐ

## 7. Activities of the Audit Committee

During the 2025 fiscal year and the early months of 2026, the Audit Committee ("AC") substantially completed its principal duties for the year, specifically:

- Supervising the integrity of the Company's financial statements and official disclosures related to the Company's financial results;
- Reviewing the internal control system and risk management framework;
- Reviewing related-party transactions within the approval authority of the Board of Directors or the AGM and providing recommendations on transactions that require approval by the Board of Directors or the AGM;
- Supervising the Company's internal audit function;
- Monitoring and evaluating the independence and objectivity of the external audit firm, the effectiveness of the audit process, and any non-audit services provided;
- Supervising compliance with legal requirements, regulatory requests, and the Company's internal regulations.

In 2025, the Audit Committee held two meetings; details are as follows:

No,	Meeting	Agenda	Meeting outcome	Attendees
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	date			
1	29/03/2025	Mid-year regular meeting 2025. Review of the audit results for the 2024 audited financial statements.	Approved the work plan for the first half of 2025. Provided comments for the audit firm to finalize the 2024 audited financial statements.	Mr. Bùi Thành Việt – Chairman of the Audit Committee Mr. Ngô Đức Vũ – Member of the Audit Committee
3	08/8/2025	Second half regular meeting 2025. Review of the audit results for the 2025 reviewed interim financial statements.	Approved the work plan for the second half of 2025. Provided comments for the audit firm to finalize the 2025 interim review report.	Ms. Trần Thị Linh – Chairman of the Audit Committee Mr. Ngô Đức Vũ – Member of the Audit Committee

**With respect to the responsibility for supervising the financial statements and monitoring the Company's operations and financial position**, the Supervisory Committee (SC) has overseen the Company's financial reporting system prior to external disclosure in accordance with legal requirements. Accordingly, the SC generally concurs with the Independent Auditor's findings, specifically that:

- The Company's financial reporting system has been prepared and disclosed in conformity with accounting standards and applicable legal regulations of Vietnam;
- During the year, there were no changes to accounting regimes, accounting standards, or tax policies that had a material impact on the Company's financial position or the financial statements disclosed.
- No unusual entries or irregularities were identified in related-party transactions.

#### **8. Activities of the Executive Board and Oversight by the Board of Directors**

The Board of Directors has overseen the activities of the Executive Board through the following specific tasks:

- Monitoring the implementation of Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors.
- Summarizing business and production activities in 2025, analyzing the advantages and difficulties affecting operations, proposing corrective measures and business directions for 2026.
- Supervising the Executive Board's management to enhance operational efficiency and achieve the business targets expected to be presented to the 2026 Annual General Meeting of Shareholders.
- Inspecting and supervising the implementation of the Company's Charter, internal regulations, and policies in alignment with the Company's development orientation and legal requirements.

In 2025, the Board of Directors and the executive leadership were also actively involved in the restructuring of member units, building corporate culture, and training the workforce to improve labor productivity. They reorganized the business model to become more efficient and professional, in alignment with the Company's digital transformation and business development orientation. As a result, member units experienced positive growth across multiple aspects compared to the previous year, contributing to the overall growth of the Company.

## **9. Activities of Independent Members of the Board of Directors**

In 2025, Mr. Bùi Thành Việt and subsequently Ms. Trần Thị Linh (elected by the 2025 Annual General Meeting of Shareholders to replace Mr. Bùi Thành Việt effective 25/04/2026) served as independent members of the Board of Directors, and Mr. Ngô Đức Vũ served as a non-executive director.

The current Board composition is assessed as streamlined and appropriate, comprising members with experience and knowledge of governance, law, finance, and securities, as well as a clear understanding of their duties (executive members, non-executive members and independent members). This structure meets the requirement that at least one-third of the Board be independent, non-executive directors to ensure independence and objectivity in the Board's activities.

Independent directors have been assigned the following specific tasks:

- Review and provide opinions prior to submission to the Board for approval of policies, strategies, and business plans;
- Independently review and assess reports from the General Director and other departments related to the Company's business activities;
- Assess the effectiveness of risk governance and the Company's new investment strategies.

All Board members actively participate in Board meetings, provide constructive critique on strategic proposals, and propose timely, effective solutions to help the Management Board address operational challenges, ensuring the Company's business plans are met and that supervision and controls are properly implemented to ensure legal compliance and adherence to the Company's Charter.

According to the views of the Company's independent and non-executive Board members, the Board of Directors has consistently performed its duties properly and in a timely manner, ensuring that the Company's operations are not delayed. Board meetings are conducted objectively and in good faith.

## **II. PLAN FOR 2026**

Entering 2026, global GDP growth was initially projected at 3.3% by the IMF, with the OECD and World Bank forecasting 2.9% and 2.6%, respectively. However, the geopolitical landscape shifted dramatically in late February 2026. Since, the war between Iran and U.S.A – Israel occurred, leading to the closure of the Strait of Hormuz—a critical artery for approximately 20% of global oil and LNG supply.

The International Energy Agency (IEA) has identified this as the most significant supply disruption in the history of global oil markets. Consequently, Brent crude surged from USD

72/barrel to a peak of USD 120/barrel in March, stabilizing around USD 110/barrel by early April 2026. Global institutions reach a consensus that current economic scenarios point toward escalating costs and decelerating global growth should conflicts continue to intensify.

Regarding Vietnam's Economy, we see ambitious targets amidst headwinds. Aligned with the socio-economic objectives approved by the National Assembly in November 2025, Vietnam has set a minimum GDP growth target of 10% for 2026, aiming for a per capita income of USD 5,400–5,500. In Q1.2026, GDP growth reached an estimated 7.83%, a resilient performance amidst global instability. However, the General Statistics Office (GSO) cautioned that achieving the double-digit annual target requires growth in the remaining quarters to exceed 10.5%. This represents a formidable challenge as Middle East tensions exert inflationary pressure on energy prices, global trade, and international capital flows.

As a diversified manufacturer of plastic pipes, HDPE fittings, packaging, ceramics, and water industry accessories, DNP Holding is exposed to volatility in petroleum-based raw materials, including resin (PE, PP, PVC) and industrial chemicals. Surging oil prices directly inflate input costs, impacting gross margins, logistics, and transportation expenses, compounded by imported inflation and weakened market purchasing power.

To ensure sustainable growth, DNP Holding prioritizes agile adaptation and proactive risk management through the following strategic pillars:

- **Supply Chain Diversification:** The Company has established a multi-tiered backup supplier list to ensure continuity during disruptions. We are strengthening partnerships with resin and chemical suppliers from China—leveraging their massive production capacity and price competitiveness—to reduce reliance on traditional markets.
- **Dynamic Pricing Strategy:** We have implemented a pricing mechanism tied to raw material fluctuations, allowing for phased price adjustments across different customer segments and business lines. For long-term contracts, "Price Adjustment Clauses" based on raw material indices have been negotiated to safeguard profit margins.
- **Strategic Inventory Management:** Optimizing safety stock levels for essential raw materials during periods of price stability or decline. Concurrently, finished goods inventory is strictly controlled to mitigate devaluation risks and capital stagnation.
- **Cash Flow Optimization:** Priorities include accelerating accounts receivable turnover, negotiating extended payment terms with strategic suppliers, and maintaining flexible credit lines. Non-essential CAPEX will be deferred during high-volatility periods. Additionally, oil prices, FX rates, and logistics costs are monitored via quarterly updated response scenarios to empower timely executive decision-making.

Based on analysis of macro and industry-level opportunities and challenges for 2026 and the Group's competitive capabilities, DNP Holding sets a prudent business plan for 2026 as follows:

#### Key Planned Indicators

No.	Indicator	Unit	Plan 2026	Actual 2025	% Compared to 2025
1	Consolidated revenue	Billion VND	10.812	9.504	113,8%

<b>i</b>	Clean water and environment	Billion VND	1.653	1.478	111,8%
<b>ii</b>	Water sector ecosystem	Billion VND	4.315	3.635	118,7%
<b>iii</b>	Household goods	Billion VND	1.192	847	140,7%
<b>iv</b>	Packaging	Billion VND	1.423	1.430	99,5%
<b>v</b>	Construction materials	Billion VND	2.229	2.114	105,4%
<b>2</b>	<b>Profit before tax</b>	Billion VND	333	365	91,2%
	Profit before tax from core operating activities	Billion VND	303	337	89,9%
	Profit before tax (excluding goodwill allocation and post-M&A amort.)	Billion VND	517	530	97,5%

### **Business plan and specific solutions for each business segment:**

#### ***Clean water and environment:***

In 2026, the Company targets continued growth with operating revenue from production and business activities of approximately VND 1,653 billion (+11.8%), EBITDA of VND 796 billion, and profit before tax of VND 177 billion, while continuing to improve operational efficiency across the system. DNP Water will promote the rollout of the 3T culture and standardize workforce competencies, aiming to build a lean, agile organization capable of executing large-scale projects.

Looking forward to 2026–2030, DNP Water aims to become a leading private company in Vietnam’s water and environment sector, mastering solutions and technologies in water supply, wastewater treatment and new energy. The Company targets a total water supply capacity of 1.6 million m<sup>3</sup>/day and expansion of wastewater treatment capacity to at least 200,000 m<sup>3</sup>/day by 2028, while gradually improving margin performance. DNP Water is committed to contributing positively to environmental challenges and water security—especially in climate-affected areas—thereby creating a foundation for long-term, sustainable growth.

#### ***Water sector ecosystem:***

In 2026, Dong Nai Plastic targets total revenue for the water sector ecosystem of VND 4,315 billion, a 19% increase from 2025.

This breakthrough growth is underpinned by strong market demand recovery. Specifically, the set of three new laws (Land Law, Housing Law and Real Estate Business Law) came into force in early August 2024, paving the way for a series of legal-relief policies issued in 2025, which helped restart housing and infrastructure projects.

The target revenue mix to optimize the water ecosystem:

- Pipes and fittings: core segment with a target of VND 2,969 billion.
- Water sector equipment & materials: contribution of VND 959 billion, reflecting progress in providing integrated solutions.
- Raw materials: VND 387 billion.

To realize growth and transform the business model, Dong Nai Plastic's 2026 focus is a comprehensive restructuring: strengthen upstream through supply-chain diversification and build a stable revenue buffer from the infrastructure-materials ecosystem, while aggressively expanding downstream to broaden brand reach via innovative digital platforms. Concurrently, the Company will enhance operations through a high-performance management system tightly coupled with the 3T culture across the organization.

### ***Household products:***

Leveraging a solid market position, a diversified product portfolio, and a robust omni-channel distribution network, Inochi has established an ambitious growth trajectory for 2026, targeting a revenue milestone of VND 1,192 billion, which represents a significant 40.7% year-on-year increase.

The primary momentum for this expansion stems from a dual-pronged export strategy: maintaining its leadership as the premier household brand in key Southeast Asian markets—notably Malaysia, the Philippines, and Myanmar—while simultaneously accelerating penetration into the strategic markets of the United States and India. Building on the initial success of securing contracts with major U.S. importers and retailers, and following the successful delivery of its inaugural export batch to the U.S., Inochi has developed a comprehensive roadmap to scale its presence and diversify the range of SKUs distributed within this high-standard market throughout the 2026–2028 period. Through these efforts, Inochi is rapidly evolving from a prominent national brand into a formidable player on the international stage.

Parallel to its global expansion, the company continues to scale the Inochi Studio model, marking a strategic transition from traditional retail toward a solution-oriented, experience-driven sales approach. This model specifically targets the sophisticated needs of urban consumers who prioritize modern design and lifestyle aesthetics. Furthermore, the Mother & Baby brand, Aoi, serves as a critical growth catalyst, steadily gaining market share with its core portfolio of Vietnam-made products, including formula water, laundry detergents, and baby bottles. For 2026, Aoi is committed to further refining its product offerings and expanding its footprint to over 3,000 specialized retailers and agencies nationwide, ensuring comprehensive market coverage.

Looking ahead, Inochi's 2026 strategy also prioritizes the development of a new segment: Small Home Appliances. This foray into electrical appliances represents an essential new direction to expand the company's market scale and capture emerging demand throughout the 2026–2028 phase. Underpinning all these initiatives is a dedicated focus on Research & Development (R&D). The company remains committed to launching innovative new SKUs that emphasize

superior utility, contemporary design, and cost-efficiency, ensuring that every product continues to align optimally with the evolving daily needs of its customers.

**Construction materials:**

Target consolidated revenue of VND 2,229 billion, up 5.4% from 2025. In 2026, the Company plans to: (i) improve production efficiency and reduce costs through cooperation with international experts, technology upgrades and system refinements; (ii) keep CMC on a growth trajectory with good profitability by expanding markets—boosting exports, pursuing public projects and social housing segments, developing Southern distribution/OEM channels—and improving margins by focusing on higher-margin product lines and launching a premium Granite product line with superior finish quality.

**Packaging:**

In 2026, flexible packaging will continue to pursue new high-efficiency customers and products with a revenue target of VND 751 billion, down 6.5% from 2025 due to consolidation and relocation to a larger single plant (>12 ha). The 2026–2028 period is expected to be a recovery and growth phase for flexible packaging once the new plant reaches stable operation, presenting an opportunity to scale up. Rigid packaging will maintain stable operations, shift customer and product mix toward higher value, and focus on large customers in agrochemical/chemical/food & beverage sectors with a 2026 revenue target of VND 672 billion, up 7.2% from 2025.

**For DNP Holding's consolidated 2026 targets:** consolidated revenue is expected to increase 13.8% year-on-year to VND 10,812 billion. Profit before tax is projected at VND 333 billion; excluding the effects of goodwill allocation entries and post-M&A depreciation, profit before tax is expected to reach VND 517 billion.

**For DNP Holding's separate financial statement 2026 targets:**

No.	Indicator	Unit	Actual 2025	Plan 2026	% Compared to 2025
1	Net revenue	Billion VND	2.957	3.233	109,3%
2	Profit before tax	Billion VND	143,2	86,2	60,2%
3	EBITDA	Billion VND	263,7	211,2	80,09%

In addition to the specific solutions for each business segment mentioned above, DNP Holding will focus on:

- *Leveraging ecosystem advantages:* Create synergistic benefits through the combined strengths of all units in the system to deliver high-quality products that meet the diverse needs of the market.
- *Enhancing technology adoption and modern equipment:* Accelerate digital transformation in operations and production at factories and offices to improve efficiency,

increase labor productivity, and optimize resources; invest in modern machinery and equipment; and collaborate with leading domestic and international partners and experts to shorten the time required for technology and management transfer.

- *Strengthening international cooperation and expanding markets:* Develop new markets and expand international exports for product lines in which the Company has strengths.
- *Human resource development:* Invest in people and focus on building a highly skilled workforce; establish a fair and motivating reward system with a structured training and development roadmap for future leadership.
- *Corporate governance:* Apply modern governance models aligned with international standards, optimize investment resources for core areas, integrate ESG considerations into business operations, control operational risks, and aim for sustainable development.

The above is the Report from the Board of Directors and the Executive Board on the business performance for 2025 and the plan for 2026, respectively, submitted to the General Meeting of Shareholders for approval. Authorization is requested for the Board of Directors to implement the detailed business plan, distribute it to subsidiaries, and make adjustments as needed based on actual business conditions in 2025. Following approval of the plan, the Chairman of the Board of Directors will be assigned to develop a detailed implementation plan, including one for the parent company.

**Recipients:**

- General Meeting of Shareholders (GMS);
- Board of Directors (BOD);
- Archived in the 2026 Annual General Meeting documentation.

ON BEHALF OF THE BOARD OF  
DIRECTORS

CHAIRMAN



TRẦN ĐỨC HUY





**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

*Dong Nai, April 03<sup>rd</sup>, 2026*

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

**To: General Meeting of Shareholders of DNP Holding Joint Stock Company**

Pursuant to the provisions of the Law on Enterprises, the Law on Securities, the Charter of DNP Holding Joint Stock Company, the organizational and operational regulations of the Audit Committee, and other applicable regulations, I – Trần Thị Linh, member of the Audit Committee, hereby report to the General Meeting of Shareholders the key contents as follows:

**I. REMUNERATION, OPERATING EXPENSES, AND OTHER BENEFITS OF  
THE AUDIT COMMITTEE AND EACH OF ITS MEMBERS**

Currently, the Audit Committee (“AC”) of DNP Holding Joint Stock Company consists of 02 members, as follows

No.	Full name	Position
1	Ms. Trần Thị Linh	Independent Member of the Board of Directors <b>Chairman of the Audit Committee</b>
2	Mr. Ngô Đức Vũ	Non-executive Member of the Board of Directors <b>Member of the Audit Committee</b>

In addition to not receiving remuneration as members of the Board of Directors, members of the Audit Committee also did not receive any additional remuneration for tasks falling within the scope of the Audit Committee's responsibilities.

In 2025, the Audit Committee and its members incurred no separate operating expenses and did not receive any other benefits.

**II. REPORT ON OPERATING RESULTS IN 2025**

**1. Audit Committee Meetings**

In 2025, the Audit Committee held 02 meetings, with details as follows:

No.	Meeting Date	Meeting Content	Meeting Outcome	Other propose
1	29/3/2025	Mid-year regular meeting 2025.	Approved the work plan for	None

		Review of the audit results for the 2024 audited financial statements	the first half of 2025. Provided comments for the audit firm to finalize the 2024 audited financial statements	
3	08/8/2025	Second half regular meeting 2025. Review of the audit results for the 2025 reviewed interim financial statements	Approved the work plan for the second half of 2025. Provided comments for the audit firm to finalize the 2025 interim review report.	None

## 2. Results of Financial Statement Supervision, Operational and Financial Oversight of the Company

The Audit Committee supervised the Company's financial reporting system prior to its submission by the Executive Board to the Board of Directors, the General Meeting of Shareholders, or public disclosure in accordance with legal regulations. The supervision results were in agreement with the independent auditor's opinion, specifically:

- The Company's financial reporting system was prepared and disclosed in compliance with Vietnamese accounting standards and current legal regulations;
- During the year, there were no changes in accounting regimes, accounting standards, or tax policies that materially affected the Company's financial position or the published financial statements;
- No irregularities were identified in related party transactions.

The key financial results are as follows:

Unit: VND Billion

No.	Indicator	Consolidated		% compared to 2024
		31/12/2025	31/12/2024	
1	Total assets	17.673	16.077	109,9%
2	Owner's equity	6.075	4.658	130,4%
3	Net revenue	8.898	7.579	117,4%
4	Profit before tax	229	189	121,2%
5	EBITDA	1.504	1.520	98,9%
6	Profit before tax (excluding consolidation allocation entries: goodwill and fair value)	417	400	104,3%
	Total assets	301	166	181,3%

## 3. Observations on Related Party Transactions of the Company:

In 2025:

- The Company had no transactions between itself, its subsidiaries, or companies under its control of more than 50% charter capital, and any member of the Board of Directors or related parties of such members.
- The Company had no transactions with companies in which a member of the Board of Directors, the General Director, or other executives was a founding member or business manager within the past three years prior to the time of the transaction.

#### **4. Assessment of the Company's Internal Control and Risk Management System:**

- The Company has issued policies and measures to prevent fraud, money laundering, corruption, bribery, and violations of internal regulations, the Company's Charter, business ethics, or legal regulations.
- The Company's risk management and internal control systems are established and maintained across all operational stages with the involvement of departments at both the parent company and subsidiaries, through clearly defined functions, cross-check mechanisms, supervision, and multi-level reporting processes.
- Company staff are aware of and responsible for internal control and risk management.
- The Company's document and record keeping complies with applicable standards.

#### **5. Oversight of the Board of Directors, the General Director, and Other Executives**

- In 2025, the Company's 2025 Annual General Meeting of Shareholders dismissed two members of the Board of Directors and elected two additional members to the Board of Directors for the 2022–2027 term. Accordingly, the Board's composition during 2025 remained at five members.
- In 2025, the Board was also actively involved in restructuring member companies, building corporate culture, and training the workforce to enhance productivity, reorganize operations for greater efficiency and professionalism, support digital transformation, business development, and risk management. These efforts led to positive growth signals across subsidiaries, contributing to overall Company growth.
- The Executive Board fully and strictly implemented all BOD resolutions and complied with State policies and regulations in business operations. It promptly issued response scenarios to market challenges (e.g., rising input costs, demand contraction) to minimize negative impacts on operations.
- The Executive Board held regular meetings with the BOD to review operational risks and business performance in a timely manner.
- Overall, Company, BOD, and Executive Board activities complied with the business registration certificate, Company Charter, and applicable legal regulations, as well as with agreements and commitments to domestic and international partners.

#### **6. Evaluation of Cooperation Between the Audit Committee, Board of Directors, Executive Board, and Shareholders.**

- During its operations, the Audit Committee received active cooperation from the Executive Board, especially in internal control, risk management, and coordination with the independent auditor. This enabled the Committee to stay up-to-date with Company activities and developments, which it reported during regular and extraordinary BOD meetings.

- Through shareholder relations channels, the Committee also kept abreast of shareholder concerns, which were reflected in BOD meetings and addressed appropriately within the Committee's scope.

## **7. Supervision of Independent Audit Services**

- UHY Auditing and Consulting Co., Ltd. was appointed as the independent audit firm for auditing the financial statements for the 2025 fiscal year.
- In executing the audit plan, UHY Auditing and Consulting Co., Ltd. performed its duties effectively, meeting the Audit Committee's expectations and ensuring the reliability and integrity of the financial statements presented to shareholders and stakeholders.

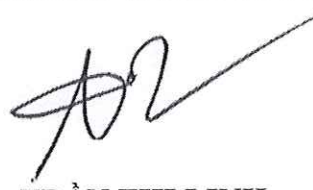
This concludes the report of the Independent Member of the Board of Directors to the 2026 Annual General Meeting of Shareholders.

Wishing the General Meeting great success!

### **Recipients:**

- General Meeting of Shareholders;
- Board of Directors;
- Archived by the Audit Committee and in the 2026 Annual General Meeting documentation.

**Independent Member of the Board of Directors**



**TRẦN THỊ LINH**



No.: 01/2026/TTr -HDQT

*Dong Nai, April 3, 2026*

**PROPOSAL**

***Re: Approval of the Audited Financial Statements for 2025 of the Company***

**To: General Meeting of Shareholders of DNP Holding Joint Stock Company**

**Pursuant to:**

- Law on Enterprises 2020 and its amendment, supplement, guiding documents;
- Law on Securities 2019 and its amendment, supplement, guiding documents;
- Charter on organization and operation of DNP Holding Joint Stock Company;
- Actual operational situation of the Company,

The Board of Directors of DNP Holding Joint Stock Company ("Company") respectfully submits to the General Meeting of Shareholders for approval the Audited Financial Statements for 2025 of DNP Holding Joint Stock Company, including:

- (1) Audited separated financial statements;
- (2) Audited consolidated financial statements;

*Detailed contents of the Financial Statements are published on website of the Company and the Hanoi Stock Exchange.*

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

**Received place:**

- As above;
- Board of Directors;
- For records,

**ON BEHALF OF THE  
BOARD OF DIRECTORS**



**TRAN DUC HUY**

No.: 02/2026/TTr - HDQT

Dong Nai, April 3, 2026

## PROPOSAL

*Re: Approval of the 2025 Profit Distribution Plan,*

*Board of Directors's Remuneration in 2025 and Total Remuneration Plan in 2026*

### To: General Meeting of Shareholders of DNP Holding Joint Stock Company

Pursuant to the audited financial statements for 2025 of DNP Holding Joint Stock Company, the Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("GMS") for approval the following matters regarding the 2025 Profit Distribution Plan, the 2025 BOD Remuneration, and the 2026 Plan as follows:

#### I. 2025 Profit Distribution Plan

TT	Item – Separated Financial Statements	Unit	2025 Implementation
1	Revenue from sales and service provision	VND	2.956.747.274.143
2	Total accounting profit before tax	VND	143.219.784.299
3	Net profit after tax	VND	101.129.745.595
4	Retained earnings to supplement working capital	VND	101.129.745.595
5	Dividend rate for 2025	%	0



#### II. Report on the Payment of Board of Directors's Remuneration for 2025 and Total Remuneration Plan for 2026

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the total remuneration paid to the Board of Directors in 2025 and the planned total remuneration for the Board of Directors in 2026 as follows:

No.	Description	2025 Total Remuneration (VND)	2026 Planned Total Remuneration (VND)
1	Board of Directors	0	0

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

**Received place:**

- *As above ;*
- *Board of Directors ;*
- *For records,*

ON BEHALF OF THE  
BOARD OF DIRECTORS

CHAIRMAN  
  
TRAN DUC HUY



No.: 03/2026/TTr - HDQT

Dong Nai, April 3, 2026

**PROPOSAL*****Re: Approval of the List of Audit Firms for the 2026 Financial Statement Audit***

**Respectfully to:**      **The General Meeting of Shareholders of DNP Holding Joint Stock Company**

To implement the obligations stipulated in the Charter of DNP Holding Joint Stock Company ("**Company**") and legislation, the Board of Directors (based on the proposal of the Audit Committee) respectfully submits to the General Meeting of Shareholders for approval the selection of audit firms to conduct the audit of the Company's 2026 Financial Statements, as detailed below:

**1. Selection Criteria**

- The firm must be legally operating in Vietnam and approved by the State Securities Commission of Vietnam to audit entities with public interests in the securities sector for 2026;
- The firm must possess a reputable track record in audit quality and have experience auditing publicly companies, listed companies, large financial institutions, and banks in Vietnam;
- The firm must employ highly qualified and experienced auditors;
- The firm must meet the Company's requirements regarding audit scope and timeline;
- The firm must offer reasonable audit fees in line with audit quality.

**2. List of Audit Firms:**

Based on the above criteria, the Board of Directors respectfully requests the General Meeting of Shareholders to review and approve the following list of audit firms for the 2026 Financial Statements audit:

- a) Grant Thornton (Vietnam) Limited;
- b) Deloitte Vietnam Audit Company Limited (Deloitte);
- c) Ernst & Young Viet Nam Limited (EY Vietnam);
- d) KPMG Limited;
- e) PwC (Vietnam) Limited;
- f) UHY Auditing And Consulting Company Limited.

**3. Implementation:**

The Board of Directors proposes that the General Meeting of Shareholders authorize the Board of Directors to proceed with the following prioritized options:

- Option 1: Select one of the six audit firms listed above to conduct the Company's 2026 Financial Statement audit. The Board of Directors is permitted to authorize its Chairman



to conduct this selection, provided that the chosen firm meets the approved criteria in Section 1 hereof and aligns with the Company's operational realities

- Option 2: In the event that none of the firms listed in Section 2 meet the criteria outlined in Section 1, the Board of Directors is permitted to select an audit firm from the list of firms approved by the State Securities Commission/Ministry of Finance for 2026 attached to this Proposal to conduct the audit of the Company's 2026 Financial Statements. The Board of Directors is permitted to authorize its Chairman to conduct this selection, provided that the chosen firm meets the approved criteria in Section 1 hereof and aligns with the Company's operational realities.

**Respectfully submit for the General Meeting of Shareholders' considerations and approval.**

**Received place:**

- As above ;
- Board of Directors;
- For records,

**ON BEHALF OF THE  
BOARD OF DIRECTORS**



**TRAN DUC HUY**

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## LIST OF AUDIT FIRMS FOR SELECTION UNDER OPTION 2

No.	COMPANY NAME
1.	International Auditing And Valuation Company Limited (IAV)
2.	A&C Auditing And Consulting Company Limited (A&C)
3.	Moore Aisc Auditing And Informatics Services Company Limited (Moore AISC)
4.	AAC Auditing And Accounting Company Limited (AAC)
5.	Southern Auditing And Accounting Financial Consulting Services Company Limited (AASCS)
6.	PKF-TTG Auditing And Advisory Company Limited (PKF-TTG)
7.	RSM Vietnam Auditing & Consulting Company Limited (RSM)
8.	Viet Nam Auditing & Evaluation Company Limited (VAE)
9.	Viet Values Audit And Consulting Company Limited (Viet Values)
10.	International Auditing Company Limited (ICPA)
11.	Nhan Tam Viet Auditing Company Limited (NTV)
12.	AFC Vietnam Auditing Company Limited (AFC)
13.	Vaco Auditing Company Limited (Vaco)
14.	Ecovis AFA Vietnam Auditing - Appraisal And Consulting Company Limited (Ecovis AFA)
15.	ASCO Firm Auditing And Valuation Company Limited (ASCO)
16.	NVA Auditing Company Limited (NVA)
17.	An Viet Auditing Company Limited (An Viet CPA)
18.	AASC Auditing Firm Company Limited (AASC)
19.	Viet Nam Auditing And Valuation Company Limited (AVA)
20.	CPA Auditing Company Limited (CPA VIETNAM)
21.	FAC Auditing Company Limited (FAC)
22.	BDO Audit Services Company Limited (BDO)



Source :

[https://ssc.gov.vn/webcenter/portal/ubck/pages\\_r/l/chitit?dDocName=APPSSCGOVVN1620161458](https://ssc.gov.vn/webcenter/portal/ubck/pages_r/l/chitit?dDocName=APPSSCGOVVN1620161458)

No.: 04/2026/ TTr - HDQT

*Dong Nai, April 3, 2026*

**PROPOSAL**

*(Re: Dismissal and Election of Additional Members of the Board of Directors of the Company)*

**To: General Meeting of Shareholders of DNP Holding Joint Stock Company**

**Pursuant to:**

- *Law on Enterprises 2020 and its amendment, supplement, guiding documents;*
- *Law on Securities 2019 and its amendment, supplement, guiding documents;*
- *Charter on organization and operation of DNP Holding Joint Stock Company;*
- *Actual operational situation of the Company,*

Recently, Ms. Tran Thi Linh –Member of the Board of Directors and Mr. Ngo Duc Vu – Member of the Board of Directors of DNP Holding Joint Stock Company ("Company") for the term 2022 - 2027 have submitted their Resignation Letters to the General Meeting of Shareholders ("GMS") for consideration and approval of their requests to resign from their positions as members of the Board of Directors. Therefore, to ensure the uninterrupted operation of the Board of Directors ("BOD") and in compliance with the Company's Charter and relevant laws, the BOD respectfully submits to the GMS for approval the resignation and simultaneous election of additional BOD members for the term 2022 - 2027 as follows:

**1. Approving the dismissal of Ms. Tran Thi Linh and Mr. Ngo Duc Vu from the position of members of the Board of Directors.**

- Time of dismissal: from the date of approval by the Company's General Meeting of Shareholders.
- Assign the Company's Board of Directors to review and resolve issues regarding the policies and benefits of Ms. Tran Thi Linh and Mr. Ngo Duc Vu in accordance with the Company's regulations and relevant laws.

**2. Approving the election of additional BOD Members for the term 2022 - 2027 as follows:**

**2.1. Number and structure of BOD Member:**

- The remaining number of BOD members after the dismissal of Ms. Tran Thi Linh and Mr. Ngo Duc Vu is: 03 members;
- The required number of BOD members for the term 2022 - 2027 is: 05 members, including 01 independent member;
- **Number of additional BOD members to be elected: 02 members, including 01 independent member.**

**2.2. Qualifications and conditions of the Company for BOD Member candidates:**

- Candidates for BOD member/Independent BOD member must meet the qualifications for BOD member/independent BOD members as stipulated in the Law on Enterprises 2020 and the Company's Charter.
- Candidates may self-nominate or be nominated by shareholders/groups of shareholders/authorized representatives of shareholders/groups of shareholders with



nomination rights, and/or candidates nominated by the incumbent BOD in accordance with the Law on Enterprises 2020 and the Company's Charter.

### **2.3. List of candidates for Board of Directors**

The list of candidates is compiled from individuals who meet the above sufficient qualifications and conditions and have submitted complete documentation as required by the BOD's Notification dated April 03, 2026, regarding the nomination and application procedures for election of additional BOD Members at the 2026 Annual General Meeting of Shareholders. This list will be announced at the Meeting prior to the election.

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

**Received place:**

- *As above ;*
- *BOD;*
- *For records,*

**ON BEHALF OF THE  
BOARD OF DIRECTORS**

**CHAIRMAN**



**TRAN DUC HUY**

No: 05/2026/TTr - HDQT

Dong Nai, April 3, 2026

**PROPOSAL**

**(Re: Approval of certain general matters under the authority of the General Meeting of Shareholders)**

**Respectfully to: General Meeting of Shareholders of DNP Holding Joint Stock Company**

**Pursuant to:**

- Law on Enterprises 2020 and its amendment, supplement, guiding documents;
- Law on Securities 2019 and its amendment, supplement, guiding documents;
- Charter on organization and operation of DNP Holding Joint Stock Company;
- Actual operational situation of the Company,

The year 2026 is forecasted to bring significant changes and challenges to the business environment, which may involve and affect the operations of DNP Holding Joint Stock Company ("**Company**"). Therefore, to ensure flexibility in its corporate governance and operations, as well as to proactively seize business opportunities, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters under your authority:

**1. Approve matters under the authority of the General Meeting of Shareholders:**

- 1.1. Approve the policy for the Company to provide/receive loans, securities (mortgage, pledge, guarantees, other form of collateral, ...), financial supports or perform other contracts, transactions arising in practice, and to sign contracts or documents related to the implementation of such contracts or transactions with the entities specified in Clause 1, Clause 3 Article 167 of the Law on Enterprises 2020 and/or Clause 4 of Article 293 of Decree 155/2020/ND-CP guiding the Law on Securities, and under the authority of the General Meeting of Shareholders as stipulated in the Company's Charter.
- 1.2. Assign the General Director - the legal representative of the Company - to proactively implement this policy in accordance with the principles of safeguarding the Company's legitimate rights and interests, and in exact and full compliance with the Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors, and current legal regulations.

**2. Approve the authorization to the Board of Directors to consider deciding and conducting certain rights and obligations of the General Meeting of Shareholders between the 2026 and 2027 Annual General Meetings of Shareholders, as follows:**

- 2.1. Decide amendments or supplements to the organizational structure of governance and management, as well as decide issuance, adjustment, or supplementation of the Company's



operational regulations under the authority of the General Meeting of Shareholders (if necessary);

- 2.2. Decide adjustments to the 2026 business plan in case of significant market changes affecting the Company's operations.

The authorization under Section 2 shall remain valid until the 2027 Annual General Meeting of Shareholders.

3. **Approval of the shareholders' continued exemption from the requirement to carry out a public tender offer procedure upon receiving transfers of DNP shares that result in their ownership reaching or exceeding the thresholds requiring a mandatory public tender offer under applicable law, as previously approved by the General Meeting of Shareholders under Resolution No. 02/2025/NQ-ĐHĐCĐ dated 15 October 2025**

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

**Received place:**

- As above;
- BOM;
- For records,

**ON BEHALF OF THE  
BOARD OF DIRECTORS**



**TRAN DUC HUY**



No: 06/2026/TTr - HDQT

Dong Nai, April 3, 2026

## PROPOSAL

*(Re: Approval of the change to the Company's head office address)*

**Respectfully to: General Meeting of Shareholders of DNP Holding Joint Stock Company**

**Pursuant to:**

- Law on Enterprises 2020 and its amendment, supplement, guiding documents;
- Law on Securities 2019 and its amendment, supplement, guiding documents;
- Charter on organization and operation of DNP Holding Joint Stock Company;
- Actual operational situation of the Company,

Recently, DNP Holding Joint Stock Company (“**Company**”) completed the relocation of its production facility from Bien Hoa 1 Industrial Park in accordance with the local government's policy. Therefore, the Company's Board of Directors respectfully submits to the General Meeting of Shareholders the following changes to the Company's head office address:

**1. Approval of the change to the Company's head office address:**

- The Company's head office address before the change: Bien Hoa 1 Industrial Park, Road No. 9, Tran Bien Ward, Dong Nai Province, Vietnam.
- The Company's head office address after the change: Tasco Building, 220 Bis Nguyen Huu Canh Street, Thanh My Tay Ward, Ho Chi Minh City, Vietnam.

**2. Implementation**

Assign Company's legal representative to execute and issue the full text of the Company's Charter, incorporating above-mentioned changes, and to carry out the procedures for changing the business registration details and other necessary procedures as stipulated in the Company's Charter and relevant laws to implement the contents approved by the General Meeting of Shareholders.

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

**Received place:**

- As above;
- BOM;
- For records,

**ON BEHALF OF THE  
BOARD OF DIRECTORS**



**TRẦN DUC HUY**