

DRAFT

RESOLUTION

**“Re: Approval on main contents of the
2026 Annual General Meeting of Shareholders”**

**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DEVELOPMENT INVESTMENT CONSTRUCTION J.S.C**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Development Investment Construction J.S.C (DIC Group);
Pursuant to the Meeting Minutes of the 2026 Annual General Meeting of Shareholders
No.: 01/BB-DIC Group-ĐHĐCĐ dated 24/04/2026;

RESOLVES TO:

Article 1: Approve the Report of the Board of Directors (BOD) in 2026. *(Attached report)*
Voting percentage%.

Article 2: Approve the Report on business results in 2025 and business plan in 2026 with the following main indicators:

1. Indicators of DIC Group’s business plan and performance results in 2025

Unit: billion dong

| No. | Indicators | 2024 Plan | | 2024 Performance | | % Performance/Plan | |
|-----|--|----------------|--------------|------------------|--------------|--------------------|--------------|
| | | Parent Company | Consolidated | Parent Company | Consolidated | Parent Company | Consolidated |
| 1 | Total revenue and other income | 3,450.00 | 3,500.00 | 4,271.70 | 4,756.27 | 123.8% | 135.9% |
| 2 | Before-tax profit | 950.00 | 718.00 | 811.36 | 824.25 | 85.4% | 114.8% |
| 3 | Total investment and development capital | 6,690.00 | - | 2,026.38 | - | 30.3% | - |
| 4 | Dividend (%) | 7–10% | - | 6% | - | 85.7% | - |
| 5 | Charter capital | | - | 7,964.31 | - | - | - |

- Revenue: Parent Company revenue + other income: VND 4,271.70 billion, achieving 123.8% of the annual plan. Consolidated revenue + other income: VND 4,756.27 billion, reaching 135.9% of the annual plan.
- Profit: Parent Company before-tax profit: VND 811.36 billion, reaching 85.4% of the annual plan. Consolidated before-tax profit: VND 824.25 billion, reaching 114.8% of the annual plan.

2. Indicators of DIC Group's business plan in 2026:

Unit: billion dong

| Indicators | Parent company | Consolidated | Growth rate compared to the 2025 performance (%) | |
|--------------------------------------|----------------|--------------|--|--------------|
| | | | Parent company | Consolidated |
| Revenue and other income | 2,600.0 | 3,000.0 | 60.9% | 63.1% |
| Profit before tax | 650.0 | 600.0 | 80.1% | 72.8% |
| Total development investment capital | 4,371.54 | - | 215.7% | - |
| Dividend (%) | 6% | - | 100% | - |

3. The AGM authorizes/signs tasks to:

- The BOD to approve construction investment projects, and to decide issues related to the implementation of the 2026 business tasks.
- The BOD and Board of Management (BOM) to organize and implement the 2026 business tasks.

Voting percentage%.

Article 3: Approve the 2025 audited financial statements (including separate financial statements and consolidated financial statements). *(Attached financial statements)*

Voting percentage%.

Article 4: Approve the Report on results of the implementation of the share issuance plans to increase charter capital in 2026; report on the use of capital from private bond issuance; report on the use of capital from private share placement in 2021 and report on the use of capital from the share issuance to existing shareholders in 2025; *(Attached report)*

Voting percentage%.

Article 5: Approve the Proposal on 2025 profit distribution plan.



| | | |
|--|------------------------|------------|
| After-tax profit in 2025 (parent company) | 632,030,973,390 | VND |
| <i>Parent company's after-tax profit based on consolidated financial statement</i> | <i>392,512,464,334</i> | <i>VND</i> |
| Appropriation of 2025 profit distribution for funds | 37,921,858,404 | VND |
| <i>Bonus fund 3% of after-tax profit</i> | <i>18,960,929,202</i> | <i>VND</i> |
| <i>Welfare fund 3% of after-tax profit</i> | <i>18,960,929,202</i> | <i>VND</i> |
| After-tax profit in 2025 after appropriation of funds | 594,109,114,986 | VND |
| Remaining after-tax profit of previous years | 252,754,981,946 | VND |
| Dividend in 2025 (6%) | 477,858,714,600 | VND |
| Remaining after – tax profit | 369,005,382,332 | VND |

Voting percentage%.

Article 6: Approve the Share issuance plan for the 2025 dividend payment of DIC Group with main contents as follows:

1. Expected number of shares to be issued: 47,785,871 shares.
2. Type of shares: Ordinary shares.
3. Total value of issued shares (at par value): VND 477,858,710,000.
4. Expected number of shares after issuance: 844,217,062 shares.
5. Expected charter capital after issuance: VND 8,442,170,620,000.
6. Issued subjects: Existing shareholders listed on the record date are entitled to receive share dividends.
7. Implementation method: Shareholders receiving share dividend will exercise their rights accordingly, and these rights are non-transferable.
8. Expected exercise ratio: 100:6 (Each shareholder holding 1 share is entitled to 1 right, and 100 rights grant 6 new shares).
9. Rounding principles and handling of fractional shares: To ensure that the number of issued shares does not exceed the planned issuance volume, the number of shares each shareholder receives will be rounded down to the nearest whole unit. Any fractional shares (if any) resulting from rounding down during the distribution to existing shareholders will be canceled.
Example: Shareholder A owns 110 shares on the record date for exercising rights. With an exercise ratio of 100:6, the number of share dividend allocated to Shareholder A is 6.6 shares. According to the rounding principle, the number of share dividends Shareholder A will receive is rounded down to 6 shares. The fractional 0.6 share will be canceled.
10. Issuance source: From undistributed after-tax profits as of December 31, 2025 based on the audited 2025 Financial Statements.
11. Expected issuance time: Expected in 2026, with the specific time to be determined by the BOD after being approved by the State Securities Commission.



12. Additional Registration and Listing: Newly issued shares will be additionally registered with VSDC and listed on HOSE in accordance with legal regulations.
13. Approving the registration of charter capital increase with the competent state authorities in accordance with legal regulations and adjusting the charter capital in DIC Group's Business Registration Certificate to reflect the total value of shares (at par value) of successfully issued shares after the completion of the issuance.
14. The AGM authorizes the BOD: Attached Plan.

(Details as attached Proposal).

Voting percentage%.

Article 7: Approve the plan to arrange loan limits for investment activities in 2026 with the main contents as follows:

(Details as attached Proposal).

1. Plan to arrange loan limits in 2026 (in case projects meet loan eligibility criteria):

Unit: Billion dong.

| No. | Projects | Estimated total investment (after tax) | Loan limit |
|-----|---|--|-----------------------|
| 1 | DIC Silver (A4) Apartment in Chi Linh Center Area | 888.5 | 530.0 |
| 2 | DIC Emera (A5) Apartment in Chi Linh Center Area | 1,457.6 | 870.0 |
| | <u>Total</u> | <u>2,346.1</u> | <u>1,400.0</u> |

2. Authorization for the BOD related to the loan limit arrangement:

- Organizing and deciding on issues related to arranging loan limits at credit institutions according to the policy approved by the AGM, when projects meet the capital arrangement requirements in accordance with the regulations of the financial sponsoring entity.
- The AGM authorizes the BOD to proactively decide on and approve documents related to loan applications for project investments; to adjust loan limits as appropriate to the actual circumstances at the time of arrangement and/or in accordance with the approval of the financial sponsoring entity, ensuring project feasibility and efficiency.
- The AGM authorizes the BOD to supplement/adjust the plan to arrange loan limits for projects in accordance with the business operations and overall development strategy of DIC Group.

Voting percentage:%.



Article 8: Approve the Report on the 2025 activities of BOD’s independent member in the Audit Committee. (*Attached report*)

Voting percentage%.

Article 9: Approve the Report on the assessment of the BOD’s performance by the BOD’s independent member in 2025

Voting percentage%.

Article 10: Approve the Proposal on the selection of audit firms for the 2026 financial statements

1. Approve the List of independent audit firms to audit the financial statements in 2026 of DIC Group including:

- + KPMG Co., Ltd (KPMG);
- + Ernst & Young Viet Nam Co., Ltd (E&Y);
- + Deloitte Vietnam Company Limited (Deloitte Vietnam Audit Co.,Ltd);
- + A&C Auditing and Consulting Co., Ltd (A&C Co.,Ltd);
- + Southern Auditing and Accounting Financial Consulting Services Co., Ltd (AASCS)
- + NVA Auditing Co., Ltd (NVA Auditing Co.,Ltd);
- + VACO Auditing Co.,Ltd (VACOLLIC);

2. Authorize/assign tasks to the BOD:

- To decide to select a unit from the audit firms listed above to conduct the audit of DIC Group’s 2026 financial statements ensures criteria including quality, effectiveness, reasonable cost, and the selected unit must be included in the audit firms list approved by the Ministry of Finance to conduct audits for public interest entities (*);

- In the event that at the time the BOD of DIC Group make the selection, the audit firms in the shortlist approved at the AGM in 2026 fail to meet the required criteria (*) above, the AGM authorizes the BOD to choose another audit firm from the approved list to audit for public interest entities as announced by the Ministry Finance to conduct audits for DIC Group’s financial statements in 2026.

Voting percentage%.

Article 11: Approve the Report on remuneration and allowance payment in 2025 and Plan for remuneration and allowance payment for members of the BOD in 2026:

1. The result of implementing the remuneration and allowance payment for members of



the BOD & Secretary Committee in 2025: **VND 3,699,900,000** (Three billion, six hundred ninety-nine million, nine hundred thousand dong).

2. **The plan for remuneration and allowance payment for BOD members in 2026:**

| No. | Title | No. of people | Remuneration for 1 person per month | No. of months | Total remuneration, allowance in 2026 (VND) |
|----------|--|---------------|-------------------------------------|---------------|---|
| I | <u>BOD Remuneration:</u> | | | | |
| | Chairman of the BOD | 1 | 150,000,000 | 13 | 1,950,000,000 |
| | Vice Chairman of the BOD | 1 | 100,000,000 | 13 | 1,300,000,000 |
| | Member of the BOD | 2 | 10,000,000 | 13 | 260,000,000 |
| 2 | <u>Independent member of the BOD allowance:</u> | | | | |
| | Independent member of the BOD | 1 | 15,000,000 | 13 | 195,000,000 |
| | Total (I+II) | | | | <u>3,705,000,000</u> |

3. The AGM unanimously authorizes the BOD:

- Based on the business results of 2026, if DIC Group exceeds its profit target, the BOD of DIC Group decides to approve additional remuneration and allowance payment for members of the BOD and various Councils/Boards/Committees/Subcommittees,... directly under the BOD;
- The BOD decides on the bonus amount, bonus rate and the individuals eligible for bonuses at the end of 2026 based on DIC Group’s actual operational results in 2026;
- The BOD decides on additional year end remuneration for the BOD’s members from the reward fund, welfare fund, or other available funds (*if any*).

Voting percentage%.

Article 12: Approve the Proposal on amendments and supplements to DIC Group’s Charter, Internal regulation on corporate governance and Regulation on operation of the BOD.

Voting percentage%.

Article 13: Approve the dismissal of the BOD member.

Voting percentage%.

Article 14: Approve the AGM resolution:

1. Resolution is voted to approve by the 2026 AGM and comes into force from/...../2026.

2. Shareholders, BOD members, Audit Committee, BOM and leaders of units under DIC Group are obliged to execute this Resolution.

Recipients:

- Shareholders;
- SSC;
- HOSE;
- BOD; BOM;
- Related units;
- Archived: AD.

**OBO. BOARD OF DIRECTORS
CHAIRMAN**

Nguyen Hung Cuong

(NOTICE: This Resolution is a translation of the Vietnamese language original for convenience purposes only, and in the event of any discrepancy, the Vietnamese language original shall prevail.)



Development Investment Construction J.S.C

FOUNDATION FOR THRIVING FUTURE

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