



DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY –

STOCK CODE:FTM

Head Office: Lot A3, Nguyen Duc Canh Industrial Park, Thai Binh Ward, Hung Yen Province, Vietnam

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**AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
DUC QUAN INVESTMENT AND DEVELOPMENT JOINT
STOCK COMPANY**

I- OPENING PROCEDURES	
8h00 – 8h30	: Reception of delegates and shareholders. Registration of shareholders and distribution of meeting documents.
8h30 – 8h40	: Announcement of the meeting’s purpose and introduction of delegates
8h40- 8h50	: Report on the verification of shareholder eligibility to attend the Meeting
8h50 – 9h00	: Introduction and approval of: <ul style="list-style-type: none">- The agenda of the General Meeting of Shareholders (GMS)- Rules and regulations governing the conduct of the GMS- The Presidium, Secretariat, and Vote Counting Committee
II- MEETING AGENDA	
9h00 – 9h30	: Presentation of reports: <ul style="list-style-type: none">- Report on the activities of the Board of Directors (BOD) in 2025 and operational directions of the BOD for 2026- Report by the Executive Board on business performance in 2025 and business plan for 2026.
9h30-9h45	: Presentation of the General Meeting’s proposals (9 proposals)
9h45 - 10h00	: Discussion among shareholders
10h00 – 10h15	: Voting on the proposals and election of the Board of Directors for the 2026–2030 term
10h15- 10h30	: Break; the Vote Counting Committee conducts vote counting.
III- MEETING CONCLUSION	
10h30 – 10h45	: Announcement of the voting results on the proposals and the election results for the Board of Directors (2026–2030 term)
10h45 – 11h00	: Approval of the Minutes and Resolutions of the General Meeting of Shareholders.
11h00	: Official closing of the Meeting.

(Note: According to the decision of the Chairperson of the Meeting, the order and duration of the agenda may be adjusted depending on the actual progress of the session)

ORGANIZING COMMITTEE OF THE MEETING



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RULES AND REGULATIONS FOR THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

CHAPTER I GENERAL PROVISIONS

Article 1. Scope of Application: These regulations on the organization of the General Meeting of Shareholders shall apply to the conduct of the 2026 Annual General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company.

Article 2. These regulations specify in detail the rights and obligations of the parties participating in the Meeting, as well as the conditions and procedures for conducting the Meeting.

Article 3. Shareholders and other participants in the Meeting are responsible for complying with the provisions of these regulations.

CHAPTER II RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE MEETING

Article 4. Principles of Conduct at the Meeting.

1. Ensure transparency, fairness, and democracy in the conduct of the Meeting
2. Act in the best interest of the shareholders and to meet the sustainable development needs of the Company

Article 5. Order of the Meeting.

1. All shareholders attending the Meeting must dress neatly and politely.
2. Shareholders must sit in the designated positions or areas specified by the Organizing Committee.
3. Smoking is prohibited in the meeting hall.
4. Private conversations and mobile phone rings are not allowed during the Meeting.

Article 6. Shareholders Attending the General Meeting of Shareholders.



1. Conditions for Attendance:

All shareholders holding shares of Duc Quan Investment and Development Joint Stock Company as of the record date 31/03/2026, or their valid authorized representatives, are eligible to attend.

2. Rights and Obligations of Eligible Shareholders:

- a) Shareholders or authorized representatives attending the Meeting must bring the following documents:
- Invitation notice;
 - Identity card or passport;
 - Authorization letter and invitation notice (if attending via authorization).
- b) Registration for Attendance: Shareholders or authorized representatives shall present the above documents to the Credentials Committee and receive the Meeting materials.
- c) Shareholders may authorize in writing a representative to attend and vote on their behalf at the Meeting. The authorized representative may not further delegate this authority.
- d) Shareholders wishing to speak during discussions must obtain the consent of the Chairperson, speak concisely, and focus on the key issues in accordance with the approved agenda. Issues already raised by previous speakers should not be repeated. Shareholders may also submit questions in writing to the Secretariat.
- e) Participate in voting on matters within the authority of the General Meeting of Shareholders in accordance with the Enterprise Law.
- f) After hearing the reports on items for approval, shareholders and their representatives shall discuss and approve them by voting.
- g) During the Meeting, shareholders must follow the Chairperson's guidance, behave politely, and maintain order.
- h) Shareholders or authorized representatives arriving after the Meeting has commenced, after completing registration, may still attend and vote on remaining agenda items. Previous votes are not affected.

Article 7. Presidium and Chairperson of the Meeting.

1. The Presidium is elected by the General Meeting of Shareholders; the Chairperson presides over the Meeting.
2. Rights and Duties of the Presidium:
 - a) Conduct the Meeting according to the agenda approved by the General Meeting, ensuring order and meeting the expectations of the majority of attending shareholders.
 - b) Guide delegates and facilitate discussions.
 - c) Present drafts of items requiring voting.
 - d) Respond to questions from the Meeting or designate someone to respond.

Article 8. Credentials Committee of the Meeting.

The Credentials Committee is responsible for verifying the eligibility of shareholders or authorized representatives according to the law and cross-checking with the shareholder list as of 31/03/2026; distribute meeting documents; report to the Meeting and take responsibility for the verification results before the Meeting officially begins.

Article 9. Secretariat of the Meeting.

1. The Presidium introduces the Secretariat, which is selected and approved by the General Meeting of Shareholders.
2. The Secretariat assists the Chairperson, including:
 - a) Accurately recording all proceedings of the Meeting.
 - b) Assisting the Presidium in announcing draft minutes, resolutions, and notices to shareholders upon request .
 - c) Collecting questions submitted by shareholders.

Article 10. Vote Counting Committee.

1. The Vote Counting Committee consists of 3 members nominated by the Presidium and approved by the General Meeting.
2. Duties of the Vote Counting Committee:
 - a) Monitor voting by shareholders or their representatives;
 - b) Aggregate votes by agenda item and report results to the Chairperson and Secretariat;

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- c) Prepare ballot boxes and provide voting instructions.
- d) Collect ballots, count votes, and report results to the Meeting in advance.

CHAPTER III CONDUCT OF THE GENERAL MEETING

Article 11. Conditions for Conducting the Meeting.

The General Meeting of Shareholders shall be held when shareholders present represent more than 50% of the total voting shares according to the shareholder list as of 31/03/2026.

In the event that the required quorum is not met within thirty (30) minutes from the scheduled opening time, the convener shall cancel the Meeting. The General Meeting of Shareholders must then be reconvened within thirty (30) days from the originally intended date. The second convened Meeting shall be valid if shareholders present represent at least 33% of the total voting shares according to the shareholder list as of 31/03/2026.

If the second Meeting still cannot be held due to insufficient quorum within thirty (30) minutes from the scheduled opening time, the convener shall cancel the Meeting. The third General Meeting may be convened within twenty (20) days from the date intended for the second Meeting. In this case, the Meeting shall be conducted regardless of the total voting shares represented by the attending shareholders and shall be considered valid, with the full authority to decide on all matters originally planned for approval at the first Meeting.

Article 12. Voting Procedures for Matters at the Meeting.

1. All items on the agenda of the Meeting must be approved by the shareholders attending the Meeting through voting using **Ballot Papers/Voting Cards** according to their shares held or represented.
2. Voting Methods: Items on the Meeting agenda shall be voted in the manner decided by the Chairperson, suitable to the progress of the Meeting, specifically:
 - a) Voting via Ballot Paper: Detailed items shall be recorded on the Ballot Paper, and shareholders vote by marking the corresponding boxes (Agree, Disagree, No Opinion).
 - b) Voting via Voting Cards: For certain issues, shareholders vote by raising Voting Cards at the Meeting as requested by the Chairperson, according to the options: Agree, Disagree, or No Opinion. This applies specifically to:
 - Approval of the Presidium, Secretariat, Vote Counting Committee, and the Agenda;
 - Other items as arise during the Meeting.

- c) Voting via Voting Cards for the approval of the Minutes and Resolutions of the Meeting.
3. The total number of votes for Agree, Disagree, and No Opinion on each item shall be announced by the Head of the Vote Counting Committee at the Meeting.

Article 13. Approval of Resolutions of the General Meeting of Shareholders.

Resolutions on matters on the agenda shall be passed when approved by shareholders representing at least 50% of the total voting shares of all shareholders and their representatives attending the Meeting.

Article 14. Minutes and Resolutions of the General Meeting of Shareholders.

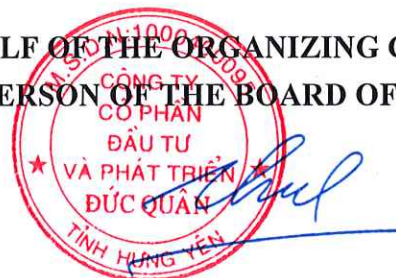
1. The Minutes and Resolutions of the General Meeting of Shareholders must be completed and approved before the closing of the Meeting.
2. The Minutes and Resolutions must be kept by the Secretariat at the Company.

**CHAPTER IV
IMPLEMENTATION PROVISIONS**

Article 15. These regulations consist of 15 articles, issued by the Organizing Committee of the Annual General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company, in compliance with the provisions of the law.

Shareholders and members of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company are responsible for implementing these regulations./.

ON BEHALF OF THE ORGANIZING COMMITTEE
CHAIRPERSON OF THE BOARD OF DIRECTORS



LE MANH THUONG

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS OF
DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK
COMPANY**

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

Dear Valued Shareholder,

The year 2025 continued to be a highly volatile period for the global textile and garment industry in general, and for the Company in particular. Macroeconomic factors such as prolonged inflation, rising raw material costs, and tightened monetary policies in many major economies have adversely affected consumer demand and investment flows into the textile and fashion sector.

Furthermore, prolonged geopolitical tensions in certain regions of the Middle East have significantly disrupted global supply chains, particularly impacting the availability of raw materials for polyester fiber production.

The trend toward sustainable consumption has continued to gain momentum, compelling enterprises in the industry to intensify investments in green technologies, recycled materials, and traceability systems, thereby increasing operational cost pressures. At the same time, increasingly stringent requirements from major import markets such as the United States and the European Union regarding environmental and labor standards have posed significant challenges for textile-exporting countries, including Vietnam.

Despite numerous challenges impacting the Company's production and business operations, the Board of Directors has made considerable efforts in management, strategic planning, and supervising the Executive Management, thereby achieving several key results as follows:

I- ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Report on the Key Activities of the Board of Directors in 2025.

1.1 Composition of the Board of Directors:

The Board of Directors of the Company consists of five (05) members as follows:



No.	Full Name	Position in the Board of Directors	Executive Position
1	Le Manh Thuong	Chairman of the Board of Directors	Chairman of the Board of Directors
2	Do Van Sinh	Member of the Board of Directors	Chief Executive Officer (CEO)
3	Nguyen Hoang Giang	Independent Member of the Board of Directors	None
4	Tran Xuan Tien	Member of the Board of Directors	Deputy Chief Executive Officer (Deputy CEO)
5	Dao Thi Hue	Member of the Board of Directors	None

1.2. Activities of the Board of Directors in 2025.

1.2.1. Regarding the supervision of production and business operations:

The Board of Directors has performed its duties in directing and supervising the activities of the Executive Management in production and business operations to ensure alignment with the objectives and plans approved by the General Meeting of Shareholders.

In the face of a challenging and uncertain business environment, the Board of Directors has strictly complied with applicable laws and the Company's Charter in carrying out its supervisory and inspection functions, while also supporting the Executive Management in the implementation of business operations.

Based on business conditions discussed at quarterly Board meetings, the Board has provided guidance, recommendations, and solutions for the Executive Management to review and adjust business plans in line with actual circumstances, thereby minimizing potential risks. These include shifting strategic priorities from recovery and expansion toward maintaining stable operations combined with cost optimization; transitioning from rapid growth to sustainable development and circular business models; enhancing production efficiency; maximizing the utilization of existing assets, including expanding asset leasing activities; and ensuring sound financial conditions.

The Board of Directors has maintained close oversight of the Executive Management through timely and focused directives, proactively responding to market challenges, identifying potential risks in the business environment, and ensuring the

Company's operations remain stable while adhering to risk management requirements and strategic orientations. In addition, the Board has actively supported the Executive Management in working with banks on debt restructuring negotiations, interest rate reductions, and interest waivers.

On a regular basis, subcommittees of the Board particularly the Audit Committee—have reported at Board meetings on the management of production and business activities at the Company's factories, key risks identified each quarter, and proposed action plans, measures, and business strategies to mitigate such risks.

Based on the 2025 business plan approved by the General Meeting of Shareholders, the Board of Directors has issued Resolutions/Decisions directing the Executive Management to promptly implement assigned tasks. However, in 2025, both domestic and international yarn markets were significantly affected by adverse factors:

- Demand for yarn declined significantly due to the slow recovery of the global textile and garment industry and unstable order volumes.
- Input material prices fluctuated considerably amid geopolitical tensions in the Middle East; at times, raw material prices surged while yarn prices did not increase proportionally, thereby eroding profit margins.
- Labor shortages at manufacturing facilities resulted in production output falling short of planned targets.
- Financial and production costs remained at elevated levels.

The aforementioned factors have exerted significant pressure on the Company's production and business operations. As a result, the Company's business performance in 2025 did not meet the planned targets: net revenue reached VND 192 billion (equivalent to only 45.9% of the plan), and profit before tax recorded a loss of VND 155 billion.

1.2.2. Regarding Corporate Governance.

In 2025, the Board of Directors continued to review and improve the system of internal regulations and policies, as well as reassess the organizational structure and personnel. The composition of the Board remained unchanged with five (05) members.

1.2.3. Evaluation by the Board of Directors of the Executive Management's Performance in 2025.

The Executive Management of the Company consists of three (03) members, including one Chief Executive Officer (CEO), one Deputy CEO in charge of production, and one Deputy CEO in charge of finance. Members of the Executive Management are

well-trained, highly educated, have long-standing commitment to the Company, have held various managerial positions within the Company, and possess extensive experience in the industry.

In 2025, the Executive Management demonstrated a proactive, flexible, and decisive leadership role amid the highly volatile textile and garment market. The Board of Directors acknowledges and highly appreciates the Executive Management's efforts in the following areas:

- **Corporate Governance:** The Executive Management has carried out its duties in full compliance with the spirit of the Board of Directors' Resolutions/Decisions and the rights and obligations stipulated in the Company's Charter.

- **Operations and Business Management:** The Executive Management proactively developed contingency plans to respond to market fluctuations and effectively implemented production plans in line with order demand, contributing to the maintenance of cash flow. With a proactive approach, closely monitoring production schedules and market conditions, the Executive Management made every effort to sustain factory operations and secure employment for employees.

- **Financial Management:** Financial governance was conducted transparently, diligently, and in a timely manner. In the context of rising input costs, the Executive Management actively implemented cost-saving measures, optimized material consumption norms, improved production processes, and enhanced machinery and equipment utilization efficiency. Inventory management, cash flow monitoring, and capital allocation were carefully managed to ensure payment capacity and mitigate financial risks under conditions of operating losses.

- **Market Development:** Despite a general decline in demand, the Board of Directors has made persistent efforts to maintain and strengthen customer relationships, building upon a foundation of credibility with all clients and suppliers. This approach fosters trust among customers and partners while simultaneously expanding into new markets, contributing to the mitigation of risks associated with reliance on certain clients or specific markets, thereby helping to sustain sales revenue. Orders and contracts are consistently secured 2–3 months in advance of the production schedule.

- **Human Resource Management:** Facing challenges in personnel recruitment, the Board of Directors has implemented measures to restructure the management workforce, adapt the production model to actual circumstances, and optimize staffing levels while

enhancing employee remuneration. At the same time, emphasis has been placed on training and developing the competencies of both management and operational staff, thereby improving labor productivity amidst intense industry-wide competition. Nevertheless, the shortage of human resources remains a significant challenge, affecting production output and delivery schedules at certain times.

-Technological Innovation, Digital Transformation, and Green Product Development: The Board of Directors continues to produce eco-friendly regenerated yarn products that are naturally colored without bleaching or dyeing, while striving to improve production quality and minimize environmental impact. Measures include energy and water conservation, reduction of emissions, and effective management of waste and wastewater quality. The company also continues to apply digital technologies in production management through the Base.vn platform and is progressively investing in modern production lines and digitalized management systems.

Overall Assessment: Based on the Company's Charter and the regulations and internal policies issued, the Board of Directors (BoD) delegates authority to the Chief Executive Officer (CEO) to make decisions regarding the Company's monthly and quarterly business operations. The CEO is also responsible for implementing the resolutions, decisions, and strategic directions assigned by the BoD and the General Meeting of Shareholders (GMS). Through the mechanisms of oversight and monitoring, including quarterly periodic reports, ad-hoc reports upon request, and evaluations of the Company's business operations, the BoD assesses that the CEO has exercised the delegated rights and fulfilled the assigned obligations in accordance with current laws, the Company's Charter, and the resolutions of the GMS and the BoD. Furthermore, the CEO has performed these duties with honesty and diligence, ensuring the maximization of the Company's interests.

The business performance in 2025 did not fully meet the targets due to multiple market-related impacts. The BoD notes that the CEO will need to make greater efforts in 2026, given the continuing challenges in the business environment. The CEO should develop concrete strategies for business operations, continue to stabilize and expand the market, and enhance product quality to strengthen competitiveness in pricing. Functional departments are expected to perform their roles effectively to support the CEO in managing and supervising business activities, identifying areas for improvement to prevent internal risks, thereby strengthening the Company's capacity to respond to external risks.

1.2.4. Regarding the Remuneration of BoD Members.

The remuneration of the BoD for the year 2025 has been paid in accordance with the resolution of the 2025 Annual General Meeting of Shareholders, specifically as follows:

No.	Full name	Position	Amount per Month (VND)	Total Amount for 2025 (VND)
1	Le Manh Thuong	Chairman of the Board of Directors	8.000.000	96.000.000
2	Do Van Sinh	Member of the Board of Directors	5.000.000	60.000.000
3	Tran Xuan Tien	Member of the Board of Directors	5.000.000	60.000.000
4	Nguyen Hoang Giang	Member of the Board of Directors	5.000.000	60.000.000
5	Dao Thi Hue	Member of the Board of Directors	5.000.000	60.000.000
Total				336.000.000

1.2.5. Report on Related-Party Transactions.

- Transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors or parties related to such members: No transactions were conducted.

- Transactions between the Company and companies where a member of the Board of Directors is a founding member or has held a management position within the past three years prior to the transaction date: No transactions were conducted.

2. Resolutions and Decisions of the Board of Directors in 2025.

The Board of Directors (BoD) operates in accordance with the provisions of the Enterprise Law and the Company's Charter. The BoD directs the Company's activities through the issuance of Resolutions and Decisions. The BoD regularly convenes meetings or circulates written opinions to address matters within its functions and authority.

Key meetings involve the participation of the Chief Executive Officer (CEO) and the Audit Committee to facilitate discussion, exchange of ideas, and consensus on business directions. This approach enables the Audit Committee to perform effective oversight, ensures alignment in the BoD's guidance, and supports the CEO in

management and operational activities, collectively striving to achieve the Company's overall objectives.

In 2025, the BoD issued six (06) Resolutions to decide on the following significant matters :

No.	Number of Resolutions / Decisions	Date	Content
1	26/2025/NQ-FTM-HĐQT	28/03/2025	Approval of the audited financial statements for the year 2024
2	27/2025/NQ-FTM-HĐQT	28/03/2025	Approval of the extension of time for convening the 2025 Annual General Meeting of Shareholders (AGM).
3	46/2025/NQ-FTM-HĐQT	10/05/2025	Agreement on the record date for shareholders eligible to attend the AGM, including the proposed time and venue for the 2025 AGM.
4	58/2025/NQ-FTM-HĐQT	06/06/2025	Agreement on the final time and venue of the 2025 AGM and approval of the agenda and materials to be presented at the 2025 AGM.
5	81/2025/NQ-FTM-HĐQT	14/07/2025	Approval of the selection of the auditing firm, Vietnam Audit and Valuation Company Limited (AVA) , to audit the reviewed semi-annual financial statements and the 2025 annual financial statements.
6	108/2025/NQ-FTM-HĐQT	25/12/2025	Approval of the preliminary business results for 2025 and the production and business plan for 2026.

3. Activities of the Audit Committee under the Board of Directors and of Independent Members of the Board of Directors in 2025.

3.1. Information on Members of the Audit Committee:

No.	Member of the Audit Committee	Position	Date of Appointment as Audit Committee Member	Professional Qualification
1	Nguyen Hoang Giang	Independent Member of the Board of Directors	27/06/2021	Ph.D. in Economics

2	Dao Thi Hue	Non-Executive Member of the Board of Directors	27/06/2021	Electrical and Automation Engineer
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3.2. Meetings of the Audit Committee:

No.	Member of the Audit Committee	Number of Meetings Held	Attendance Rate	Voting Rate	Reason for Non- Attendance
1	Nguyen Hoang Giang	2	100%	100%	
2	Dao Thi Hue	2	100%	100%	

3.3. Oversight Activities of the Audit Committee:

Based on the functions and responsibilities of the Audit Committee (AC) as stipulated in the Audit Committee's Charter approved by the General Meeting of Shareholders (GMS), and in accordance with the 2025 audit and supervision plan, the AC conducted oversight of the Company's business and production activities in 2025 as follows:

- **Monitoring compliance with the current Enterprise Law, the Company's Charter, and the resolutions and decisions of the 2025 Annual General Meeting of Shareholders:** The Audit Committee assessed that the Chief Executive Officer has generally implemented the resolutions of the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations in business operations and corporate governance.

- **Monitoring financial performance and business results:** The Audit Committee has regularly reviewed and analyzed the Company's periodic financial statements, management reports, and business performance indicators. The Company's operational results in 2025 recorded a net loss, mainly due to objective factors such as:

- + Prolonged decline in yarn market demand
- + Significant fluctuations in input material prices while selling prices face intense competition
- + Labor shortages at certain periods affecting operating capacity
- + Financial costs and fixed costs allocated over low production volume

The Audit Committee assessed that the Chief Executive Officer has made considerable efforts in:

- + Proactively adjusting the production plan in accordance with market developments
- + Controlling production and administrative costs
- + Seeking and maintaining orders, and expanding the sales market
- + Managing cash flow and ensuring the Company's ability to meet its payment obligations

- **Monitoring the internal control and risk management system:** The Audit Committee reviewed the development and operation of the internal control system in key departments, including:

- + Procurement of raw materials
- + Inventory management
- + Sales and accounts receivable
- + Asset management and production costs

The supervision showed that the internal control system has been basically maintained; however, further improvements are needed to:

- + Improve the efficiency of raw material usage
- + Minimize inventory and accounts receivable risks
- + Strengthen financial discipline and compliance with procedures

- **Monitoring the preparation and publication of financial statements:** The Audit Committee collaborated with the Chief Executive Officer and the independent auditing firm during the preparation, review, and audit of the annual financial statements. The financial statements were prepared in accordance with accounting standards and applicable legal regulations. Financial information was disclosed in a timely and transparent manner, meeting management requirements and providing accurate information to shareholders and investors.

Overall Assessment: The Audit Committee observed that in 2025, despite numerous objective market challenges, the Chief Executive Officer made efforts to maintain stable production operations, control financial risks, and ensure the safety of operational systems. However, moving forward, it is necessary to continue:

- + Strengthen cost management and optimize production efficiency
- + Enhance market forecasting and inventory management
- + Improve the internal control system toward digitalization and transparency
- + Proactively develop financial scenarios to respond to market fluctuations

3.4. Coordination of Activities between the Audit Committee and the Board of Directors, the Chief Executive Officer, and Other Management Staff:

- Participating fully in quarterly and ad hoc meetings of the Board of Directors, providing independent and objective opinions to discuss, evaluate, and support the Board in making optimal decisions.

- Consistently coordinating with members of the Board of Directors, the Chief Executive Officer, and relevant management staff within the scope of its supervisory responsibilities.

- The Chief Executive Officer facilitates and promptly provides the necessary information to support the Audit Committee's oversight activities.

- The Audit Committee reports the results of its supervision to the Board of Directors on a regular basis.

3.5. Activities of Independent Members of the Board of Directors:

As of December 31, 2025, the Company's Board of Directors had one independent member, Mr. Nguyễn Hoàng Giang. Mr. Nguyễn Hoàng Giang attended 100% of the Board meetings in 2025 and provided important opinions and contributions to the Company's development strategy and business operations. As an independent member of the Board, Mr. Nguyễn Hoàng Giang possesses extensive experience in finance, securities, and auditing, making a significant contribution to the Board's activities in 2025.

II. PLAN AND STRATEGIC DIRECTIONS OF THE BOARD OF DIRECTORS FOR 2026

1. Management Structure and Board Personnel for 2026

The Board of Directors plans to maintain the current personnel until the next General Meeting of Shareholders convenes to elect the new Board for the upcoming term.

2. Governance Activities

In light of changes in legal regulations directly affecting the Company's governance, such as the Enterprise Law, the Securities Law, and their guiding documents, the Board of Directors will continue to review, draft, and amend the Company's Charter, internal governance regulations, the Board's Rules of Operation, and the Audit Committee's Rules of Operation to ensure full compliance with applicable laws, for submission to the General Meeting of Shareholders for approval.

3. Strategic Directions of the Board for 2026:

Based on the actual situation in 2025, forecasts for the yarn industry market, and the Company's current capabilities, the Board of Directors has developed the 2026 business

and production plan with the core objective of: **stabilizing production, improving efficiency, and gradually restoring profitability**, as detailed below:

3.1. Market Outlook for 2026: The Board of Directors anticipates that the yarn market will continue to experience significant fluctuations in 2026, although there are signs of gradual recovery

- Global textile demand is expected to grow slowly, with small and short-term orders.
- Price competition among regional manufacturers will remain intense.
- Input material prices are forecasted to fluctuate in line with oil prices and global inventory cycles.
- Customer trends favor yarn products with stable quality, fast delivery, and competitive pricing.
- Financial costs, labor costs, and energy costs are expected to remain high.

Therefore, the Company needs to operate with a focus on **flexibility, risk control, and cash flow optimization**.

3.2. Objectives of the 2026 Plan:

- General Objectives:

- + Maintain stable production operations.
- + Increase sales volume compared to 2025.
- + Reduce losses and strive to reach the break-even point by year-end.
- + Improve cash flow from operating activities.

- Key Planned Targets:

No.	Indicator	Unit	2026 Plan
1	Production volume	Tons	15.100
2	Revenue	Billion VND	555
3	Profit before tax	Billion VND	6,3

3.3. Implementation Measures:

- Production Plan:

- + Organize production according to orders to minimize finished goods inventory.
- + Increase machine efficiency, reduce downtime and material wastage.
- + Focus on producing yarn lines with good profit margins and stable demand.
- + Proactively schedule equipment maintenance to ensure continuous production operations.
- + Optimize consumption norms for raw materials, electricity, and labor.

+ Develop operational scenarios corresponding to different levels of market fluctuations.

- Market and Business Plan :

+ Retain existing customers and develop new ones.

+ Expand export markets in the Asian region and gradually approach other potential markets.

+ Implement flexible sales policies in response to fluctuations in raw material prices and exchange rates.

+ Shorten delivery times and enhance customer service quality.

+ Strengthen marketing activities and trade connections.

- Financial Plan:

+ Strictly control production and administrative costs.

+ Restructure loans to reduce interest burden and improve cash flow.

+ Manage customer receivables carefully to minimize the risk of bad debts.

+ Optimize raw material inventory in line with market price trends.

+ Consider options to increase working capital when necessary to ensure uninterrupted production.

+ Adjust company projects toward factory leasing and industrial production to optimize the business efficiency of projects.

- Human Resources Plan:

+ Stabilize the core workforce and improve labor productivity.

+ Develop recruitment and retention policies appropriately.

+ Enhance training in technical skills, equipment operation, and cost-saving awareness.

+ Improve the performance evaluation mechanism linked to productivity and quality.

The above presents the report on the performance and governance activities of the Board of Directors in 2025, as well as the strategic directions for 2026. The Board of Directors will continue to strengthen its governance capacity to ensure that the Company's operations are increasingly transparent, professional, and sustainable, thereby delivering maximum benefits to the shareholders.

Respectfully submitted to the General Meeting of Shareholders for review, consideration, and approval.

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



LÊ MẠNH THƯỜNG



Hung Yen , April, 2026

**ANNUAL REPORT ON THE ACTIVITIES OF THE BOARD OF GENERAL
DIRECTORS IN 2025**
**DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK
COMPANY**

PART 1
**SITUATION AND RESULTS OF PRODUCTION AND BUSINESS
ACTIVITIES IN 2025**

The year 2025 was a challenging year for the overall economy and the textile industry in particular, as businesses faced dual pressures from logistics costs and strong fluctuations in cotton prices. Financial risks became significantly more severe compared to the previous year. The exchange rate continuously set new levels, breaking the 26,000 VND/USD mark and peaking above 26,400 VND/USD, directly eroding the Company's profits.

In addition, the inability to complete the BIS certification to expand sales in the Indian market (a barrier that has persisted since April 2023), coupled with stringent U.S. tariff policies and consecutive natural disasters in the North, severely impacted business results. Net revenue reached VND 192 billion (only 45.9% of the plan), and pre-tax profit was negative VND 155 billion.

PART 2
**MANAGEMENT ACTIVITIES IN BUSINESS AND
PRODUCTION IN 2025**

In 2025, the Company once again restructured its organizational model toward a leaner management system, streamlining the executive structure from the Board of General Directors down to functional departments. This included consolidating departments, merging factories, and reorganizing production units to better align with the actual business and production situation. The Company also enhanced the application of digitalization in management, enabling faster, more timely, and more accurate decision-making and operations.

In production, the Company developed and implemented a new wage policy, shifting from monthly output-based contracting at the factory level to a unit-based remuneration system applied to each production stage and individual employee based on working hours and days. This approach helps employees clearly recognize their own productivity, while encouraging them to maximize output within their working time to



increase personal income, thereby stabilizing the workforce and contributing to higher production output and revenue for the Company.

The Company also focused on assigning the right people to the right roles, increasing workloads, overtime, and working hours in response to the severe labor shortage in the industry. Recruitment efforts were strengthened through both online and direct channels, along with improved salary, bonus, and welfare policies. In addition, the Company continued to implement energy-saving solutions, optimize production balancing, and enhance operational efficiency. Investments were made in control and measurement equipment for auxiliary electrical systems. The Company also implemented and maintained product quality management in accordance with international standards and obtained BIS certification.

Regarding financial management, despite facing significant difficulties in accessing capital from domestic banks, the Board of General Directors proactively sought alternative funding sources, particularly from foreign partners. As a result, the Company successfully established import credit facilities for raw materials, helping to sustain production during periods of financial tightening. Notably, by the end of 2025, partners demonstrated confidence by increasing the financing limit. This serves as an important foundation for the Company to further explore new funding sources and optimize raw material inventory in 2026.

PART 3

STRATEGIC DIRECTIONS AND BUSINESS PRODUCTION PLAN FOR 2026

3.1. Implementation Solutions in Business and Production Management.

In response to the anticipated challenges and difficulties in 2026, the Board of General Directors has set specific directions and targets for each factory, along with the following key solutions:

Optimization of Production Capacity and Cost Management:

- **Enhancing efficiency:** Focus on technological improvements to increase both product quality and output; maximize the utilization of existing machinery and equipment capacity.
- **Operational management:** Flexibly allocate personnel and equipment to optimize production capacity, while strictly controlling and reducing auxiliary electricity costs and raw material consumption norms.
- **Proactive maintenance:** Closely monitor materials and supplies, and seek appropriate replacement and upgraded spare parts in line with actual conditions to enhance proactiveness and reduce periodic maintenance costs.

Product Diversification Strategy:

- The Company will continue to maintain a diverse range of yarn products with various specifications to meet different market demands:
- Recycled Polyester Yarn: Identified as the key strategic product, aligning with the global trend toward green and sustainable consumption. The Company will prioritize all available resources to develop this product line.
- Virgin Polyester Yarn: Focus on sourcing high-quality input materials to enhance product quality and target customer segments with stringent standards.
- 100% Cotton Yarn: It is forecasted that the market will remain challenging in 2026 and require substantial working capital. To ensure financial safety, the Company will continue to adopt an outsourcing (processing) approach rather than proprietary trading for this product line.

Enhancing Sales and Customer Care:

The Company identifies sales and after-sales services as critical factors in its sustainable development strategy. The Executive Management directs a strong focus on business development while maintaining regular customer engagement to gather direct feedback. Based on these practical insights, the Company will refine its production processes to supply specialized product lines that precisely meet the requirements of each specific market.

Expansion of the Domestic Market:

The key focus for 2026 is to continue strengthening and developing the customer network in major markets such as Hanoi, Ho Chi Minh City, and surrounding provinces. These are core consumption areas that help the Company maintain stable cash flows.

Recovery and Breakthrough in Export Markets:

For international markets, the Company's top priority in 2026 is to complete the procedures and obtain the BIS certification. This is a crucial key to restoring export activities to the Indian market. Building on persistent efforts in previous periods, the Company has high expectations of obtaining this certification in the second quarter of 2026, thereby creating a significant turning point in revenue and export volume in the latter part of the year.

Financial Solutions:

In 2026, the Company identifies the autonomy of working capital as its top priority to overcome barriers in accessing domestic credit. The core of this strategy is to maintain strong relationships and negotiate further increases in credit facilities from established foreign partners. Expanding foreign credit limits will not only provide the Company with greater financial resources to proactively procure and stockpile raw materials at favorable market prices, thereby optimizing production costs, but also align closely with flexible business policies by encouraging customers to make advance payments through appropriate incentive mechanisms. This comprehensive approach

will help maximize capital utilization from the market, reduce debt pressure and interest expenses, and ensure strong liquidity for the Company's ongoing operations.

3.2. Production and Business Plan for 2026.

The Board of General Directors respectfully submits to the General Meeting of Shareholders the Company's production and business plan for 2026 as follows:

No.	Indicator	Unit	2026 Plan
1	Production volume	Tons	15.100
2	Revenue	Billion VND	555
3	Profit before tax	Billion VND	6,3

Conclusion:

The above presents the assessment report of the Board of General Directors for 2025. We believe that, with the direction of the Board of Directors, the support of shareholders, and the collective efforts and unity of all employees, the Company will gradually achieve its planned objectives, recover, and regain growth momentum in the coming period. We sincerely look forward to the continued support and companionship of our valued shareholders in the journey ahead.

Respectfully submitted to the General Meeting of Shareholders./.



DO VAN SINH

DUC QUAN INVESTMENT AND
DEVELOPMENT JOINT STOCK
COMPANY
STOCK CODE : FTM

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: /2026/TTr-ĐHĐCĐ-ĐQ

Hung Yen , April, 2026

PROPOSAL NO. 01

(Re: Approval of the Report on Business and Production Results for 2025; the Board of Directors' Activity Report for 2025; and the Board's Strategic Directions for 2026)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No.22/2026/NQ-FTM-BOD dated 30 March,2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the contents of the reports presented at the Meeting as follows :

1. The report on the 2025 production and business performance of the Board of General Directors.
2. The report on the activities of the Board of Directors in 2025 and the Board's strategic directions for 2026.
3. Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above
- Filed at the Administration Department and the Board Secretary's Office

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



LE MANH THUONG

DUC QUAN INVESTMENT AND
DEVELOPMENT JOINT STOCK
COMPANY
STOCK CODE : FTM

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: /2026/TTr-ĐHĐCĐ-ĐQ

Hung Yen , April, 2026

PROPOSAL NO. 02

(Re: Approval of the audited financial statements for 2025)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No. 22/2026/NQ-FTM-BOD dated 30 March, 2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the audited financial statements for 2025, which were audited by Vietnam Auditing and Valuation Co., Ltd., as follows:

The audited financial statements for 2025 have been disclosed in accordance with legal regulations and published in full on the Company's website at www.fortex.com.vn, including:

1. Independent Auditor's Report.
2. Statement of Financial Position as at December 31, 2025.
3. Statement of Profit or Loss for the year ended December 31, 2025.
4. Statement of Cash Flows.
5. Notes to the Financial Statements.

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

Recipients:

- As above
- Filed at the Administration Department and the Board Secretary's Office

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



LÊ MẠNH THƯỜNG

NO.: /2026/TT-ĐHĐCĐ-ĐQ

Hung Yen, April, 2026

PROPOSAL NO. 03

(Re: Approval of the Production and Business Plan Targets for 2026)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No. .../2026/NQ-FTM-BOD dated .../4/2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the Company's production and business plan targets for 2026 as follows:

No.	Indicator	Unit	2026 Plan
1	Production volume	Tons	15.100
2	Revenue	Billion VND	555
3	Profit before tax	Billion VND	6,3

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

Recipients:

- As above
- Filed at the Administration Department and the Board Secretary's Office

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



LE MANH THUONG

No.: /2026/TTr-ĐHĐCĐ-ĐQ

Hung Yen, April, 2026

PROPOSAL NO. 04

(Re: Approval of the profit distribution plan for 2026)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No.22/2026/NQ-FTM-BOD dated 30 march 2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors respectfully reports and submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the profit distribution plan as follows:

1- Profit distribution for 2025:

According to the audited financial statements of Duc Quan Investment and Development Joint Stock Company for 2025, the Company incurred a loss and continues to have accumulated losses from previous years.

As the Company's undistributed earnings are currently negative, in accordance with regulations, the Company has no source available for profit distribution. In addition, pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders, the Company had already planned not to distribute profits for 2025 due to ongoing business difficulties. Therefore, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval that no dividend will be paid for 2025.

2- Profit distribution plan for 2026:

The year 2026 is expected to remain challenging for both the market in general and the Company in particular. Furthermore, due to accumulated losses from previous years, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the proposal not to pay dividends in 2026. The specific decision on dividend payment for 2026 will be reviewed by the Board of Directors and submitted to the 2027 Annual General Meeting of Shareholders in accordance with applicable laws and regulations.

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

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



LE MANH THUONG

PROPOSAL NO. 05

(Re: Report on the Board of Directors' remuneration for 2025 and the remuneration plan for 2026)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company.
- Pursuant to Resolution No. 76/2025/NQ-AGM-DQ dated June 29, 2025 of the Annual General Meeting of Shareholders.
- Pursuant to Resolution No. .../2026/NQ-FTM-BOD dated .../4/2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the report on the remuneration of the Board of Directors' members for 2025 and the remuneration plan for 2026 as follows:

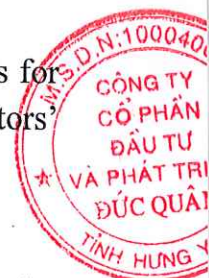
1. Board of Directors' Remuneration for 2025:

The remuneration of the Board of Directors for 2025 was paid in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders.

No.	Description	Amount per person/month (VND)	Total amount for 2025 (VND)
1	Chairman of the Board of Directors' remuneration	8.000.000	96.000.000
2	Board Members' remuneration	5.000.000	240.000.000
Total			336.000.000

2. Remuneration Plan for the Board of Directors in 2026:

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the proposed remuneration levels for the members of the Board of Directors in 2026 as follows:



Chairman of the Board of Directors' Remuneration: VND 8,000,000 per month
Board Members' Remuneration: VND 5,000,000 per month

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

Recipients:

- As above
- Filed at the Administration
Department and the Board
Secretary's Office

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



LI MANH THUONG



No.: /2026/TT-ĐHĐCĐ-ĐQ

Hung Yen , April, 2026

PROPOSAL NO. 06

(Re: Approval of the selection of the auditing firm for the 2026 financial statements)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;
- Pursuant to the Charter on Organization and Operation of the Company;

In order to enhance professionalism in management and administration, and ensure transparency in the Company's business operations, the Board of Directors of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval regarding the selection of an auditing firm for the 2026 financial statements as follows:

1. Moore AISC Auditing and IT Services Co., Ltd (Moore AISC)
2. A&C Auditing and Consulting Co., Ltd
3. Vietnam Auditing and Valuation Company Limited (AVA)
4. AASC Auditing Company Limited
5. Grant Thornton Vietnam Co., Ltd

The Board of Directors respectfully requests the General Meeting of Shareholders to authorize the Board to negotiate and select one auditing firm from the above list to perform the review of the semi-annual financial statements and the audit of the 2026 annual financial statements of Duc Quan Investment and Development Joint Stock Company, and to authorize the General Director to sign the auditing service contract with the selected auditing firm. In the event that the approved list of auditing firms for 2026, as published by the State Securities Commission, does not include any of the above firms, the Board of Directors requests authorization from the General Meeting of Shareholders to select another suitable auditing firm.



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

Recipients:

- As above
- Filed at the Administration
Department and the Board
Secretary's Office

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

LE MANH THUONG



PROPOSAL NO. 07

(Re: Approval of the Adjustment of Investment Projects)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No.22/2026/NQ-FTM-BOD dated 30 March,/2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the adjustment of investment projects with the following contents:

I/ Adjustment Content:

1. Project: Investment in the construction of an OE spinning plant with a capacity of 1,740 tons/year
Adjustment: Converted to an investment project for factory premises leasing and industrial production.
2. Project: Investment in the construction of a combed cotton blended spinning plant with a capacity of 2,000 tons/year
Adjustment: Converted to an investment project for factory premises leasing and industrial production.
3. Project: Investment in the construction of the Dai Cuong Thai Binh spinning plant
Adjustment: Converted to an investment project for factory premises leasing and industrial production.

II/ Implementation:

The Board of Directors is assigned to review the timing, determine the appropriate scale, and carry out the necessary investment procedures to adjust the above-mentioned projects.



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

Recipients:

- As above
- Filed at the Administration
Department and the Board
Secretary's Office

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



LE MANH THUONG



DUC QUAN INVESTMENT
AND DEVELOPMENT JOINT
STOCK COMPANY
STOCK CODE : FTM

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: /2026/TT-ĐHĐCĐ-ĐQ

Hung Yen , April, 2026

PROPOSAL NO. 08

(Re: Approval of the Dismissal of a Member of the Board of Directors for the 2021–2025 Term)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No.22/2026/NQ-FTM-BOD dated 30 March, 2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors (BOD) of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for consideration and approval the following matters:

1. Basis for the Dismissal of a Member of the Board of Directors for the 2021–2025 Term:

- The current term of the Board of Directors for 2021–2025 has expired after a five-year period.
- In accordance with the Company's Charter, the dismissal of a Board member is subject to the decision of the General Meeting of Shareholders.

2. Board Member Proposed for Dismissal for the 2021–2025 Term:

No.	Full name	Position on the Board of Directors	Date of Appointment to the Board of Directors for the 2021–2025 Term
1	Le Manh Thuong	Chairman of the Board of Directors	27/06/2021
2	Do Van Sinh	Member of the Board of Directors	27/06/2021
3	Tran Xuan Tien	Member of the Board of Directors	27/06/2021
4	Nguyen Hoang Giang	Member of the Board of Directors	27/06/2021



5	Dao Thi Hue	Member of the Board of Directors	27/06/2021
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The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

Recipients:

- *As above*

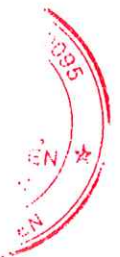
- *Filed at the Administration
Department and the Board
Secretary's Office*

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

LE MANH THUONG



**DUC QUAN INVESTMENT AND
DEVELOPMENT JOINT STOCK
COMPANY**

STOCK CODE : FTM

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: /2026/TT-ĐHĐCĐ-ĐQ

Hung Yen, April, 2026

PROPOSAL NO. 09

(Re: Approval of the election of members of the Board of Directors for the 2026–2030 term)

To: The General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company

- Pursuant to the current Enterprise Law.
- Pursuant to the Charter on Organization and Operation of the Company;
- Pursuant to Resolution No. 22/2026/NQ-FTM-BOD dated 30 March 2026 of the Board of Directors regarding the approval of documents for convening the 2026 Annual General Meeting of Shareholders of the Company.

The Board of Directors (BOD) of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) for consideration and approval the following matters:

1. Basis for the election of members of the Board of Directors for the new term:

- The term of the current Board of Directors for the period 2021–2025 has expired after five years.
- In accordance with the Company's Charter, the election of members of the Board of Directors shall be decided by the General Meeting of Shareholders.

2. Number and structure of the Board of Directors for the 2026–2030 term.

In accordance with the Company's Charter on Organization and Operation, the Board of Directors shall consist of five (05) members. The composition of the Board must ensure that at least one-third (1/3) of the total number of members are independent members. The minimum number of independent Board members shall be determined by rounding down.

Based on the provisions of the Company's Charter and applicable laws and regulations, the Board of Directors of Duc Quan Investment and Development Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the number and structure of the Board of Directors for the 2026–2030 term as follows:

- Number of Board members for the 2026–2030 term: Five (05) members, including at least one (01) independent member.
- Criteria: In accordance with the Company's Charter and applicable laws and regulations.



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

Respectfully submitted!

Recipients:

- *As above*
- *Filed at the Administration Department and the Board Secretary's Office*

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



LE MANH THUONG



FORTEX

Until Perfect

**DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY –
STOCK CODE:FTM**Head Office: Lot A3, Nguyen Duc Canh Industrial Park, Thai Binh Ward, Hung Yen
Province, Vietnam

Tel: 02273 845 379

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Email: info@fortex.com.vn

Website: www.fortex.com.vn

**REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS FOR THE 2026–2030 TERM
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY**

CHAPTER I

GENERAL PROVISIONS

Article 1. Purpose, Scope, and Applicable Subjects

1. These regulations are applied for the nomination, candidacy, and election of members of the Board of Directors of Duc Quan Investment and Development Joint Stock Company at the Annual General Meeting of Shareholders, ensuring compliance with the Company's Charter and the prevailing laws and regulations.
2. These regulations govern activities related to the nomination, candidacy, and election of members of the Board of Directors, including:
 - Provisions on the nomination and candidacy of Board members
 - Provisions on the election of Board members
3. Applicable subjects: Shareholders holding voting shares and their authorized representatives (according to the shareholder list of the Company as of March 31, 2026), members of the Election and Vote Counting Committee, and entities involved in organizing the 2026 Annual General Meeting of Shareholders.

Article 2. Rights and Obligations of Shareholders

1. Rights of shareholders attending the Meeting

Each shareholder or their authorized representative attending the AGM shall receive a Ballot for the election of Board members, indicating clearly the number of shares held by that shareholder and the corresponding voting rights to be used in the election.

2. Obligations of shareholders attending the Meeting



- Comply with the conditions and election procedures specified in these regulations;
- Shareholders and their representatives must complete the registration procedures for attending the Meeting with the Organizing Committee;
- Upon receiving the Ballot, shareholders or their representatives must verify the number of shares recorded on the Ballot and immediately notify the Organizing Committee of any discrepancies at the time of receipt;
- Strictly abide by the election regulations during the AGM and respect the voting results at the Meeting.

CHAPTER II

PROVISIONS ON NOMINATION AND CANDIDACY FOR MEMBERS OF THE BOARD OF DIRECTORS

Article 3. Nomination and Candidacy for Election to the Board of Directors

1. Number of Board Members for the 2026–2030 Term:

- Number of Board members to be elected: five (05) members
- Number of candidates for the Board of Directors: unlimited

2. Standards and Conditions for Board Members:

- Having full civil act capacity and not falling under the categories prohibited from managing enterprises as stipulated in Clause 2, Article 18 of the Enterprise Law;
- Possessing professional qualifications and experience in business management; not necessarily being a shareholder of the Company unless otherwise stipulated in the Company's Charter.
- A member of the Board of Directors of the Company may concurrently be a member of the Board of Directors of another company.

3. Nomination and Self-Nomination of Candidates for Election to the Board of Directors:

- Shareholders holding less than 5% of total voting shares may combine their voting rights to nominate candidates to the Board of Directors;

- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 5% to less than 10% of total voting shares, may nominate one (01) candidate;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 10% to less than 30% of total voting shares, may nominate up to two (02) candidates;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 30% to less than 40% of total voting shares, may nominate up to three (03) candidates;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 40% to less than 50% of total voting shares, may nominate up to four (04) candidates;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 50% to less than 60% of total voting shares, may nominate up to five (05) candidates;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 60% to less than 70% of total voting shares, may nominate up to six (06) candidates;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 70% to 80% of total voting shares, may nominate up to seven (07) candidates;
- Shareholders or groups of shareholders holding ordinary shares continuously for at least six (06) months, representing from 80% to less than 90% of total voting shares, may nominate up to eight (08) candidates;
- In the event that the number of candidates nominated or self-nominated is insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations in accordance with the Company's internal governance regulations. The procedures for such nominations must be clearly disclosed and approved by the General Meeting of Shareholders prior to implementation in accordance with the law.

Article 4. Application Dossier for Nomination and Self-Nomination of Candidates for Election to the Board of Directors

- Application for nomination/candidacy for membership of the Board of Directors (01 original copy) in the prescribed form;
- Curriculum vitae (or equivalent document) of the candidate (01 original copy) in the prescribed form;

- List of related persons and related organizations of the candidate (01 original copy) in the prescribed form;
- Other documents evidencing that the candidate satisfies the conditions and standards as prescribed by law (01 original or certified true copy).

Article 5. Selection of Candidates:

Based on applications for nomination or candidacy submitted by shareholders or shareholder groups, the Organizing Committee shall prepare a list of eligible candidates in accordance with the regulations for submission to the General Meeting of Shareholders for approval.

Article 6. Submission of Application Documents

Application dossiers for nomination and candidacy must be submitted to Duc Quan Investment and Development Joint Stock Company **no later than 5:00 PM on April 13, 2026** (based on the postmark; any submissions after this deadline shall be invalid) at the following address:

ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY

Head Office: Lot A3, Nguyen Duc Canh Industrial Park, Thai Binh Ward, Hung Yen Province

Tel: 0227.3845379

Fax: 0227.3845305

Contact person: Ms. Luu Thuy Minh Mobile: 0975.619.196

CHAPTER III

ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

Article 7. Ballots and Completion of Ballots.

1. Ballots.

- Ballots shall be uniformly printed and issued by the Organizing Committee.
- Each ballot shall clearly state the list of candidates arranged in alphabetical order (A–Z); the name of the shareholder or authorized representative; and the total number of voting rights;

- Shareholders or their authorized representatives shall be issued ballots for the election of members of the Board of Directors according to their attendance code (including owned and authorized shares) upon registration for attendance at the General Meeting.

2. Completion of Ballots.

- Shareholders or their authorized representatives must personally fill in the number of voting rights allocated to each candidate in the corresponding blank spaces on the ballot. In the case of a valid authorization (with a power of attorney), the authorized person shall have full voting rights;
- In case of errors, shareholders may request the Organizing Committee to issue a replacement ballot;
- Ballots must be signed to confirm the completion of voting.

3. Invalid Ballots.

- Ballots not in the prescribed form of the Company or without the Company's seal;
- Ballots containing erasures, corrections, additions, or recording names incorrectly or names not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;
- Ballots where the total number of votes cast for candidates exceeds the total voting rights held by the shareholder (including owned and authorized shares);
- Ballots not signed by the shareholder or authorized representative.

Article 8. Voting Method.

- The election of members of the Board of Directors shall be conducted by secret ballot using the cumulative voting method;
- The total number of votes of each shareholder shall equal the total number of voting shares (including personally owned shares and shares represented by authorization) multiplied by the number of members of the Board of Directors to be elected. Shareholders may allocate part or all of their total votes to one or more candidates.

Article 9. Election Committee and Vote Counting Committee; Principles of Voting and Vote Counting.

1. Election Committee and Vote Counting Committee.

- The Election and Vote Counting Committee shall consist of three (03) members nominated by the Chairperson and approved by the General Meeting of Shareholders.

- The Committee shall be responsible for carrying out all necessary procedures for the election of members of the Board of Directors, including: preparing ballot boxes; disseminating the Election Regulations; presenting the list of candidates; announcing the voting procedures; guiding the completion of ballots; supervising the voting process; conducting vote counting; and announcing the election results before the General Meeting.

2. Principles of Voting and Vote Counting.

- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
- Voting shall commence after the distribution of ballots is completed and shall end when the last shareholder casts their ballot into the ballot box;
- Vote counting must be conducted immediately after the voting ends;
- The vote counting results shall be documented in minutes and announced before the General Meeting by the Head of the Vote Counting Committee.

Article 10. Principles for Determining Elected Members of the Board of Directors.

- Candidates receiving the highest number of votes shall be elected as members of the Board of Directors;
- In the event that members cannot be determined due to candidates receiving an equal number of votes, a re-election shall be conducted among those candidates to select the one(s) with a higher number of votes.

Article 11. Preparation and Announcement of Vote Counting Minutes.

- Upon completion of vote counting, the Vote Counting Committee shall prepare the minutes of vote counting. Such minutes shall include: the total number of attending shareholders; the total number of shareholders participating in voting; the percentage of voting rights of shareholders participating in voting compared to the total voting rights of attending shareholders (under cumulative voting); the number and percentage of valid ballots, invalid ballots, and blank ballots; and the number and percentage of voting rights allocated to each candidate for the Board of Directors;
- The full text of the vote counting minutes must be announced before the General Meeting.

Article 12. Any complaints regarding the election and vote counting shall be resolved by the Chairperson of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 13. These Regulations comprise thirteen (13) Articles, promulgated by the Organizing Committee of the General Meeting of Shareholders of Duc Quan Investment and

Development Joint Stock Company in compliance with applicable laws and the Company's Charter.

All shareholders and members of the Organizing Committee of the Annual General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company shall be responsible for the implementation of these Regulations.

**BEHALF OF THE ORGANIZING COMMITTEE
CHAIRMAN OF THE BOARD OF DIRECTORS**



LE MANH THUONG

APPENDIX

GUIDELINES FOR COMPLETING BALLOTS FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS

(Using the cumulative voting method)

1. Types of Ballots:

- Pink ballot: For the election of members of the Board of Directors

2. Voting:

- Ballots for the election of members of the Board of Directors shall be cast into the ballot box.

3. Completion of Ballots:

- Each shareholder shall have a total number of votes equal to the total number of voting shares (including owned shares and shares represented by authorization) multiplied by the number of members of the Board of Directors to be elected.
- The total number of votes of each shareholder is already indicated on the ballot.
- Shareholders may distribute their total votes among all candidates, or allocate all votes to one or several candidates, provided that the total number of votes allocated to candidates does not exceed the total number of votes indicated on the ballot.

Example: *Assuming that the General Meeting of Shareholders resolves to elect one (01) member to the Board of Directors from a total of four (04) candidates. Shareholder Nguyen Van A holds (including owned and authorized shares) 1,000 voting shares. Accordingly, the total number of votes of shareholder Nguyen Van A shall be:*

$1.000 \times 1 = 1.000$ Votes for the election of a member of the Board of Directors.

Shareholder Nguyen Van A may allocate votes using the cumulative voting method as follows:

Case 1:

Shareholder Nguyen Van A distributes his/her total votes equally among four (04) candidates for the Board of Directors (i.e., each candidate receives 250 votes).

Full Name of Candidate	Number of Votes
1. Candidate 1	250
2. Candidate 2	250
3. Candidate 3	250

4. Candidate 4	250
Total Number of Votes	1.000

Case 2: Shareholder Nguyen Van A allocates all of his/her total votes to one (01) candidate

Full Name of Candidate	Number of Votes
1. Candidate 1	0
2. Candidate 2	1.000
3. Candidate 3	0
4. Candidate 4	0
Total Number of Votes	1.000

Case 3: Shareholder Nguyen Van A allocates his/her votes to four (04) candidates, but not equally

Full Name of Candidate	Number of Votes
1. Candidate 1	100
2. Candidate 2	400
3. Candidate 3	200
4. Candidate 4	300
Total Number of Votes	1.000

Case 4: Shareholder Nguyen Van A does not allocate all of his/her total votes to the candidates

Full Name of Candidate	Number of Votes
1. Candidate 1	0
2. Candidate 2	200
3. Candidate 3	0
4. Candidate 4	100
Total Number of Votes	300

2. Invalid Ballots

- Ballots not issued by the Organizing Committee of the General Meeting or without the Company's seal;
- Ballots containing erasures, corrections, or additional candidates not included in the list of candidates approved by the General Meeting of Shareholders prior to voting;
- Ballots where the total number of votes allocated to candidates exceeds the total number of votes indicated on the ballot;
- Other cases as stipulated in the Regulations on nomination, self-nomination, and election.



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

For Individual Applicants

**CANDIDACY APPLICATION
FOR MEMBERSHIP OF THE BOARD OF DIRECTORS ('BOD')
DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY**

To: The Board of Directors of Duc Quan Investment and Development Joint Stock Company

Full name:

ID/Passport No.:..... Date of Issue:..... Place of Issue:.....

Address:

Educational Qualification: Major:

Currently holding:shares

(In words:.....)

Corresponding to a total par value of (VND):.....

Continuous shareholding period in Duc Quan Investment and Development Joint Stock Company until 31/03/2026: months.

After studying the regulations regarding shareholders' rights and the standards and conditions for being a member of the Board of Directors as stipulated in the Charter of Duc Quan Investment and Development Joint Stock Company and current Enterprise Law, I hereby confirm that I meet all the eligibility requirements to run for a position as a Member of the Board of Directors of Duc Quan Investment and Development Joint Stock Company.

I respectfully request the Board of Directors of Duc Quan Investment and Development Joint Stock Company to allow me to stand as a candidate for the Board of Directors for the 2026–2030 term, to be elected at the 2026 Annual General Meeting of Shareholders.

If elected by the shareholders as a member of the Board of Directors, I pledge to devote all my capability and dedication to contributing to the development of the Company.

Respectfully submitted./.

....., date ... month ...year 2026

Candidate
(Signature and full name)

Attached documents:

1. Curriculum vitae completed by the nominee.
2. Household registration / Temporary residence registration or equivalent documents.
3. Valid authorization letter (if a shareholder authorizes another person to submit the nomination).
4. Certified true copies of ID card / Passport and academic certificates of the candidate.

Note: This application must be submitted to the Organizing Committee of the General Meeting no later than 5:00 PM on 13/04/2026 at the contact address stated in the invitation letter.



SOCIALIST REPUBLIC OF VIETNAM
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For the Shareholder Group

MINUTES OF THE GROUP MEETIN
NOMINATION OF CANDIDATES FOR MEMBERSHIP OF THE BOARD OF
DIRECTORS ('BOD')
DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK
COMPANY

To: The Board of Directors of Duc Quan Investment and Development Joint Stock Company

At hours on .../.../2026, at....., we, the shareholders of Duc Quan Investment and Development Joint Stock Company, collectively holding shares, representing% of the total voting shares of Duc Quan Investment and Development Joint Stock Company, as listed below:

No.	Shareholder Name	ID/Passport/Business Registration No.	Address	Number of Shares Held	Ownership Period From	Signature
1						
2						
3						
....						
Total:						

After reviewing the regulations on shareholders' rights and the standards and conditions for being a member of the Board of Directors as stipulated in the Charter of Duc Quan Investment and Development Joint Stock Company and the current Enterprise Law, we unanimously agree to nominate the following candidate for membership of the Board of Directors of Duc Quan Investment and Development Joint Stock Company for the 2026–2030 term, as follows:

Mr./Ms.:

Date of Birth:.....

ID/Passport No.: Date of Issue:..... Place of Issue:

Permanent Address:

Educational Qualification: Major:.....

Work Experience:.....

Currently holding:shares

(In words:).

Corresponding to a total par value of (VND):.....

We respectfully request the Board of Directors of Duc Quan Investment and Development Joint Stock Company to acknowledge the above-listed candidate for nomination to the Board of Directors for the 2026–2030 term on behalf of the shareholder group mentioned above.

This minutes consists of pages, prepared at hours on .../.../2026 at and has been unanimously agreed upon and signed by the shareholder group below.

NAMES AND SIGNATURES OF EACH SHAREHOLDER IN THE GROUP

Attached documents:

1. Curriculum vitae completed by the nominee.
2. Household registration / Temporary residence registration or equivalent documents.
3. Valid authorization letter (if a shareholder authorizes another person to submit the nomination).
4. Certified true copies of ID card / Passport and academic certificates of the candidate.

Note: This application must be submitted to the Organizing Committee of the General Meeting no later than 5:00 PM on 13/04/2026 at the contact address stated in the invitation letter



SOCIALIST REPUBLIC OF VIETNAM
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For Organizational Applicants

**NOMINATION APPLICATION
FOR CANDIDACY AS A MEMBER OF THE BOARD OF DIRECTORS
(‘BOD’)
DUC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK
COMPANY**

To: The Board of Directors of Duc Quan Investment and Development Joint Stock Company

Organization Name:

Business Registration Certificate or Operating License No.:

Date of Issue: Place of Issue:

Address:

Currently holding:shares

(In words:).

Corresponding to a total par value of (VND):

Continuous shareholding period in Duc Quan Investment and Development Joint Stock Company until 31/03/2026: months.

After reviewing the regulations regarding shareholders’ rights and the standards and conditions for being a member of the Board of Directors as stipulated in the Charter of Duc Quan Investment and Development Joint Stock Company and the current Enterprise Law, we hereby confirm that we meet all eligibility requirements to nominate a candidate for membership of the Board of Directors of Duc Quan Investment and Development Joint Stock Company.

We respectfully request the Board of Directors of Duc Quan Investment and Development Joint Stock Company to allow us to nominate the following candidate for membership of the Board of Directors for the 2026–2030 term, to be elected at the 2026 Annual General Meeting of Shareholders, as follows:

Mr./Ms.:

Date of Birth:

ID/Passport No.: Date of Issue: Place of Issue:

Address:

Educational Qualification: Major:

Work Experience:

Currently holding:shares (if any)

(In words:)

With sincere thanks!

....., date ... month ... year 2026

Organization Name
(Signature, full name, and official seal)

Attached documents:

1. Curriculum vitae completed by the nominee.
2. Household registration / Temporary residence registration or equivalent documents.
3. Valid authorization letter (if a shareholder authorizes another person to submit the nomination).
4. Certified true copies of ID card / Passport and academic certificates of the candidate.

Note: This application must be submitted to the Organizing Committee of the General Meeting no later than 5:00 PM on 13/04/2026 at the contact address stated in the invitation letter



Hung Yen, April, 2026

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
ĐỨC QUAN INVESTMENT AND DEVELOPMENT JOINT STOCK COMPANY

Pursuant to:

- The Enterprise Law and its guiding documents;
- The Charter on Organization and Operation of Duc Quan Investment and Development Joint Stock Company;
- The minutes of the 2026 Annual General Meeting of Shareholders No. .../2026/AGM-FTM dated .../4/2026.

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
RESOLUTION

Article 1: Approve the 2025 business performance report and the 2025 Board of Directors' activity report, as well as the Board's strategic directions for 2026.

Article 2: Approve the 2025 audited financial statements.

Article 3: Approve the production and business plan targets for 2026 as follows:

No.	Indicator	Unit	2026 Plan
1	Production volume	Tons	
2	Net revenue	Billion VND	
3	Profit before tax	Billion VND	

Article 4: Approve the profit distribution plan for 2026: No dividend will be paid for 2025, and the proposed profit distribution plan for 2026 foresees no dividend payment.

Article 5: Approve the 2025 Board of Directors' remuneration settlement report and the proposed remuneration payment plan for the Board of Directors in 2026.

Board of Directors' Remuneration for 2026:

Chairman of the Board of Directors' Remuneration: VND 8,000,000 per month

Board Members' Remuneration: VND 5,000,000 per month.

Article 6: Approve the authorization for the Board of Directors to select the Company's financial statement auditor for 2026 from the list of auditing firms approved by the Ministry of Finance to audit public companies and those listed on the Stock Exchange:

1. Moore AISC Auditing and IT Services Co., Ltd. (Moore AISC)
2. A&C Auditing and Consulting Co., Ltd.
3. Vietnam Auditing and Valuation Co., Ltd. (AVA)
4. AASC Auditing Firm Co., Ltd.
5. Grant Thornton Vietnam Co., Ltd.

In the event that the list of auditing firms approved for 2026 by the State Securities Commission does not include the above firms, the General Meeting of Shareholders authorizes the Board of Directors to select another appropriate auditing firm.

Article 7: Approve the adjustment of the following projects:

1. Project: Investment in the construction of the OE spinning plant with a capacity of 1,740 tons/year.

Adjustment: Convert to an investment in factory premises for lease and industrial production.

2. Project: Investment in the construction of the combed cotton blended spinning plant with a capacity of 2,000 tons/year.

Adjustment: Convert to an investment in factory premises for lease and industrial production.

3. Project: Investment in the construction of the Dai Cuong Thai Binh spinning plant.

Adjustment: Convert to an investment in factory premises for lease and industrial production.

The Board of Directors is authorized to review the timing, calculate the scale, and carry out the investment procedures to adjust the above projects.

Article 8: Approve the dismissal of the Board of Directors members for the 2021–2025 term and approve the election of the Board of Directors members for the 2026–2030 term.

Article 9: The results of the election of the Board of Directors members for the 2026–2030 term are as follows:

No.	Full name	Elected

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Article 10: Implementation Clause

This Resolution has been approved by the General Meeting of Shareholders of Duc Quan Investment and Development Joint Stock Company at the meeting held at 11:00 AM on ___/4/2026 and shall take effect immediately upon the conclusion of the Meeting.

Members of the Board of Directors, the Board of General Directors, shareholders, and relevant departments of the Company shall be responsible for implementing this Resolution./.

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

LE MANH THUONG