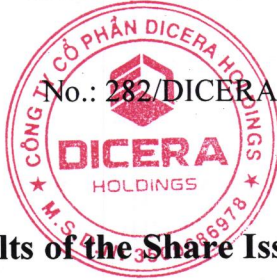


DICERA HOLDINGS JSC

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



Ho Chi Minh City, 23 September 2026

REPORT

Results of the Share Issuance under the Employee Stock Option Program for Employees of the Company

To: STATE SECURITIES COMMISSION OF VIETNAM

I. INFORMATION ON THE ISSUER

1. Name of issuer: DICERA HOLDINGS JOINT STOCK COMPANY
2. Abbreviated name: DICERA HOLDINGS
3. Head office address: Ruby Tower Building, No. 12, 3 February Street, Tam Thang Ward, Ho Chi Minh City, Vietnam.
4. Telephone: 0254 3613518 Website: <https://dicera.vn/>
5. Charter capital: VND 1,080,586,670,000.
6. Stock ticker: DC4
7. Bank maintaining the payment account: Joint Stock Commercial Bank for Investment and Development of Vietnam, Ba Ria-Vung Tau Branch.
Account number: 76000 33857
8. Enterprise Registration Certificate No. 3500686978, first issued by the Ho Chi Minh City Department of Finance on 28 January 2005 and amended for the 28th time on 13 July 2026.
 - Principal business lines: Construction of other civil engineering works; real estate business.
 - Main products/services: Civil construction works, real estate business and services.
9. Establishment and Operation License: No. 1980/QD-BXD dated 9 December 2004, issued by the Ministry of Construction.

II. SHARE ISSUANCE PLAN

1. Name of shares: Shares of DICERA Holdings Joint Stock Company
2. Class of shares: Ordinary shares
3. Number of shares before the issuance:
 - Total shares issued: 108,058,667 shares.
 - Outstanding shares: 108,058,667 shares.
 - Treasury shares: 0 shares.

4. Planned number of shares to be issued. 1,977,800 shares, representing 1.83% of the total outstanding shares.
5. Transfer restriction period: Bonus shares granted to employees are subject to a one-year transfer restriction from the date the issuance is completed.
6. Issue price: Not applicable.
7. Source of capital for the issuance: The Company's undistributed after-tax profits as at 31 December 2025 (according to its audited 2025 consolidated financial statements):
8. Date of completion of the issuance: 18 September 2026.
9. Expected share delivery date: October 2026.

III. RESULTS OF THE SHARE ISSUANCE

1. Shares distributed: 1,969,800 shares, representing 99.59% of the planned issuance.
2. Number of employees receiving shares: 85.
3. Total shares after the issuance (18 September 2026): shares, comprising:
 - Outstanding shares: 110,028,467 shares;
 - Treasury shares: 0 shares.

IV. ENCLOSED DOCUMENTS

1. Board of Directors' Resolution No. 93/NQ-HDQT.NK5 dated 22 September 2026 approving the results of the bonus share issuance under the Company's Employee Stock Option Program.
2. List of employees receiving bonus shares under the 2026 Employee Stock Option Program.

**DICERA HOLDINGS JOINT STOCK COMPANY
CHAIRMAN OF THE BOARD OF DIRECTORS**

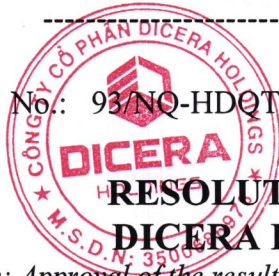
Recipients:

- *As above;*
- *Archives.*

LE DINH THANG

No.: 93/NQ-HDQT.NK5

Ho Chi Minh City, September 22, 2026



**RESOLUTION OF THE BOARD OF DIRECTORS
DICERA HOLDINGS JOINT STOCK COMPANY**

(Re: Approval of the results of the bonus share issuance under the employee selection program)

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on 17 June 2020, as amended and supplemented;
- The Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on 26 November 2019, as amended and supplemented;
- Government Decree No. 155/2020/ND-CP dated 31 December 2020 detailing the implementation of a number of articles of the Law on Securities, and Government Decree No. 245/2025/ND-CP dated 11 September 2025 amending and supplementing a number of articles of Decree No. 155/2020/ND-CP;
- The Charter of DICERA Holdings Joint Stock Company;
- Resolution No. 01/NQ-DHDCD.2026 dated 25 April 2026 of the 2026 Annual General Meeting of Shareholders;
- Resolution No. 87/NQ-HDQT.NK5 dated 18 July 2026 and Resolution No. 89/NQ-HDQT.NK5 dated 22 August 2026 of the Board of Directors of DICERA Holdings Joint Stock Company;
- Minutes of the Board of Directors Meeting No. 93/BB-HDQT.NK5 dated September 22, 2026 of the Board of Directors of DICERA Holdings Joint Stock Company.

HEREBY RESOLVES

Article 1: To approve the results of the bonus share issuance under the employee selection program, specifically as follows:

1. Number of shares distributed (issued): 1,969,800 shares, equivalent to 99.59% of the total number of shares proposed to be issued.
2. Number of shares not distributed (issued): 8,000 shares.
Reason for non-distribution: Mr. Tran Manh Cuong tendered his resignation, and the Company issued a decision terminating his labor contract with effect from September 01, 2026.
Pursuant to the Issuance Plan approved by the 2026 Annual General Meeting of Shareholders, the Board of Directors resolves not to distribute 8,000 bonus shares to Mr. Tran Manh Cuong and not to redistribute such shares to any other eligible persons.
3. Total number of employees receiving bonus shares: 85 employees.

Article 2: To approve the increase in the Company's charter capital, specifically as follows:

- Charter capital before the increase: VND 1,080,586,670,000.
- Increase in charter capital: VND 19,698,000,000.
- Charter capital after the increase: VND 1,100,284,670,000.
- Number of shares after the capital increase: 110,028,467 ordinary shares.

- Par value per share: VND 10,000.
- Form of capital increase: Issuance of bonus shares under the Company's employee selection program.

Article 3: To approve the amendment to Clause 1, Article 6 of the Company's Charter, specifically as follows:

"Article 6. Charter capital and shares

- 1. The charter capital of the Company is VND 1,100,284,670,000 (One trillion, one hundred billion, two hundred eighty-four million, six hundred seventy thousand Vietnamese dong only).*

The total charter capital of the Company is divided into 110,028,467 shares with a par value of VND 10,000 per share."

All other provisions of the Company's Charter remain unchanged.

The Board of Directors authorizes the Chairperson of the Board of Directors, concurrently the Legal Representative of the Company, to finalize, sign and promulgate the amended Charter of the Company by incorporating the amendment set forth in this Article into the Company's current Charter in accordance with law.

Article 4: Members of the Board of Directors, the Company's Board of Management, relevant departments, units and individuals shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing./.

**FOR AND ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRPERSON**

LE DINH THANG

Recipients:

- *As stated in Article 4;*
- *Filed.*

List of Employees Receiving Bonus Shares Under the 2026 Employee Stock Option Program

(Attached Issuance Results Report No. 282/DICERA dated September 23, 2026)

No.	Full name	Position	Citizen identification	Number of Employee Stock Ownership Plan
1	Trịnh Đình Cường	TV HĐQT		16.200
2	Đinh Ngọc Châu Hương	TV HĐQT		12.800
3	Trần Thị Thu	TV HĐQT		11.000
4	Lê Đình Thắng	CT.HĐQT		339.700
5	Nguyễn Văn Đa	Phó CT		145.300
6	Trần Gia Phúc	TGĐ		140.300
7	Nguyễn Tuyết Hoa	PTGĐ		87.600
8	Nguyễn Văn Tuyển	PTGĐ		84.800
9	Nguyễn Thị Thanh Phương	KTT		63.600
10	Trần Xuân Báu	TP. KT-TC		35.300
11	Trần Đắc Thắng	TP. VT-TB		32.100
12	Phạm Văn Mạnh	TP HCNS		29.700
13	Bùi Đình Phong	TP.Kế hoạch		53.000
14	Bùi Hữu Quyền	GĐ. Ban PTDA		35.000
15	Lê Trần Mạnh Cường	PP. KT-TC		31.000
16	Nguyễn Văn Quang	CHT VTCP		26.400
17	Nguyễn Xuân Hùng	GĐ. Chi nhánh		31.600
18	Nguyễn Tiến Dũng	CHP. VTCP		26.000
19	Lê Thị Hạnh	PP. Kế toán		23.300
20	Thái Bá Sáng	PP. Vật tư		23.900
21	Trần Út Luông	Trưởng ban AT		18.800
22	Nguyễn Thị Thu Hằng	Trợ lý CTHĐQT		14.700
23	Lê Nguyên Trường Hải	kỹ thuật điện		28.100
24	Hồ Văn Quốc	Trưởng Blook		16.100
25	Hoàng Ngọc Phú	CHT Đại Dũng		16.100
26	Trương Hưng Nhân	Phó ban		20.100
27	Trần Thị Nguyễn Thúy Phượng	PP. Kế hoạch		11.400
28	Lê Ngọc Yên	Đội trưởng CK		22.100
29	Tạ Thị Bích Ngọc	Kế toán		20.500
30	Nguyễn Thanh Tuấn	kế toán		17.700
31	Mai Tiến Đức	kỹ thuật		17.200
32	Vũ Xuân Hòa	nhân viên		16.400
33	Phạm Việt Hùng	nhân viên		15.800
34	Lê Văn Hiệp	kỹ thuật nước		18.400
35	Nguyễn Văn Đô	kỹ thuật		14.600
36	Hồ Quốc Vương	kỹ thuật		13.600
37	Nguyễn Văn Hạnh	kỹ thuật		13.400
38	Nguyễn Đình Hưng	kỹ thuật		13.300
39	Dương Đỗ Trung Kiên	kỹ thuật		13.000
40	Nguyễn Mạnh Cường	kỹ thuật		12.400
41	Nguyễn Chí Thanh	kỹ thuật		12.100
42	Nguyễn Quốc Hoàng	kỹ thuật		11.500
43	Mai Đức Sơn Hà	kỹ thuật		12.000
44	Lê Trung Dũng	kỹ thuật		11.100

No.	Full name	Position	Citizen identification	Number of Employee Stock Ownership Plan
45	Đỗ Quốc Hoàn	kỹ thuật		6.200
46	Lê Thị Thu Thủy	kế toán		10.400
47	Tô Văn Viện	kỹ thuật		10.400
48	Lê Phương Hà	nhân viên		10.600
49	Trần Văn Hoàn	kỹ thuật		9.800
50	Phan Đức Vinh	kỹ thuật		11.100
51	Lê Văn Quyền	kỹ thuật điện		3.700
52	Nguyễn Trần Ngọc Minh	kỹ thuật		8.500
53	Vũ Văn Thắng	kỹ thuật		8.700
54	Trần Thị Tình	nhân viên		7.700
55	Nguyễn Cao Ngọc	kỹ thuật		8.800
56	Phạm Thị Dinh	Văn thư		6.700
57	Lê Trọng Bắc	trắc đạc		16.200
58	Nguyễn Anh Hoàng	nhân viên		5.600
59	Nguyễn Tiến Sỹ	Lái xe		14.000
60	Lê Trường Như	Lái xe		14.700
61	Đoàn Thanh Tòng	Lái xe		6.400
62	Vũ Thanh Vinh	Lái xe		5.200
63	Trần Thị Hải Yến	Tạp vụ VP		10.000
64	Lưu Thị Thảo	Tạp vụ CC		5.800
65	Trần Minh Lập	an toàn		13.200
66	Nguyễn Tấn Lộc	an toàn		6.600
67	Lê Công Duy	an toàn		5.100
68	Nguyễn Văn Thái An	an toàn		5.300
69	Bùi Quốc Toàn	NV bảo hành		13.400
70	Nguyễn Đức Thành	nhân viên		9.000
71	Ung Văn Tiên	Cơ khí- máy XD		4.100
72	Trần Văn Bốn	Cơ khí- máy XD		10.000
73	Lê Đình Hùng	Cơ khí- máy XD		11.400
74	Lê Văn Thường	Cơ khí- máy XD		11.300
75	Bùi Hồng Thái	Cơ khí- máy XD		10.800
76	Lê Khắc Nam	Cơ khí- máy XD		10.100
77	Nguyễn Văn Huân	Cơ khí- máy XD		5.600
78	Trần Văn Quai	Cơ khí- máy XD		3.400
79	Nguyễn Minh Hải	Cơ khí- máy XD		3.400
80	Trần Ngọc Mến	Cơ khí- máy XD		3.500
81	Nguyễn Thành Luân	điện nước		3.200
82	Trần Trung Thành	Cơ khí- máy XD		3.500
83	Đỗ Xuân Giá	Bảo vệ		11.000
84	Đào Trọng Ngự	Bảo vệ		8.400
85	Trịnh Đăng Luận	Bảo vệ		8.000
Tổng cộng				1.969.800

DICERA HOLDINGS JOINT STOCK COMPANY