

**SUNSHINE HOMES DEVELOPMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 105.../2025/SSH-CBTT

Ha Noi, April 12, 2025

**To: State Securities Commission
Hanoi Stock Exchange
Shareholders**

Name of Company: Sunshine Homes Development Joint Stock Company

Address of Head office: 9th Floor, Sunshine Center Building, No. 16 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City

Telephone: 02473 025 888

Website: <https://ssh.vn>

The person responsible for information disclosure: Mr. Nguyen Ha Anh – Authorized Person for Information Disclosure

Type of Information Disclosure:

☐ Periodic

☐ Extraordinary

☒ 24h

☐ Other

Content of Disclosure:

Sunshine Homes Development Joint Stock Company hereby announces Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

This information was published on the company's website on April 12, 2025, at the following link <https://ssh.vn/dai-hoi-dong-co-dong/>.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law. *+12*

Recipient:

- As above;

AUTHORIZED PERSON FOR INFORMATION DISCLOSURE



NGUYEN HA ANH



**SUNSHINE HOMES DEVELOPMENT
JOINT STOCK COMPANY**

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

No: 01/2025/SSH/NQ-ĐHĐCĐ

Hanoi, April 12, 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS SUNSHINE HOMES DEVELOPMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020 and its guiding documents;
- Pursuant to the Charter of Sunshine Homes Development Joint Stock Company ("Company");
- Pursuant to the Minutes of the General Meeting of Shareholders dated April 12, 2025.

RESOLUTION

Article 1. Approval of Report on the Activities of the Board of Directors (Report No. 01/SSH/BC-HĐQT dated April 1, 2025 of the Board of Directors).

Article 2. Approval of Report on the Activities of the Executive Board regarding the 2024 business performance and the 2025 business plan (Report No. 02/SSH/BC-BĐH dated April 1, 2025 of the Executive Board).

Article 3. Approval of Report on activities of independent members of the Board of Directors in 2024 (Report No. 03/SSH/BC-TVĐLHĐQT dated March 21, 2025 of the Independent Board Member).

Article 4. Approval of Report on the Activities of the Supervisory Board (Report No. 04/SSH/BC-BKS dated April 1, 2025 of the Supervisory Board).

Article 5. Approval of the 2024 Audited Financial Statements and the 2024 Profit Distribution Plan (as presented in Proposal No. 01/SSH/TTr-HĐQT dated April 1, 2025 of the Board of Directors).

Article 6. Approval of the business and production targets for 2025 (as presented in Proposal No. 02/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Article 7. Approval of the Remuneration and Bonus Plan for the Board of Directors and the Supervisory Board in 2025. (as presented in Proposal No. 03/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Article 8. Approval of the Selection of the Audit Firm for the 2025 Financial Statements (as presented in Proposal No. 04/SSH/TTr-BKS dated March 21, 2025 of the Supervisory Board).

Article 9. Approval of dismissal and additional election of Board of Directors members (as presented in Proposal No. 05/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

1. Dismissal of the position Board of Directors member for Ms. Do Thi Dinh and Ms. Nguyen Thi Hong Hanh upon their submission of resignation letters from the Board of Directors.
2. Approval of the conclusion of the 2020–2025 term of office for Mr. Do Anh Tuan and Mr. Nguyen Xuan Anh as Board of Directors members, and concurrently re-election of Mr. Do Anh Tuan and Mr. Nguyen Xuan Anh as Board of Directors members for the 2025–2030 term.

3. Electing additional 04 (four) members of the Board of Directors. Term of office of the elected additional Board of Directors members: 2025 - 2030. Specifically, electing:
 - Mr. Do Anh Tuan
 - Mr. Nguyen Xuan Anh
 - Mr. Jun Sungbae
 - Mr. Nguyen Nam Viet
4. The list of Board Directors members after the election is as follow:

No.	Full name	Position in the Board of Directors
1	Nguyen Xuan Anh	Chairman of the Board of Directors
2	Do Anh Tuan	Member of the Board of Directors
3	Jun Sungbae	Member of the Board of Directors
4	Nguyen Nam Viet	Member of the Board of Directors
5	Nguyen Viet Hai	Independent Member of the Board of Directors

Article 10. Approval of dismissal and additional election of Supervisory Board members (as presented in Proposal No. 06/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

1. Approval of the conclusion of the 2020–2025 term of office for Ms. Nguyen Thi Thu Thuy and Mr. Tran Dang Khoa as Supervisory Board members, and concurrently re-election of Mr. Tran Dang Khoa as a Supervisory Board member.
2. Electing additional 02 (two) members of the Supervisory Board. Term of office of the elected additional Supervisory Board members: 2025 - 2030. Specifically, electing:
 - Mr. Tran Dang Khoa
 - Mr. Dao Ngoc Tuan Anh
3. The list of Supervisory Board members after the election is as follow:

No.	Full name	Position in the Supervisory Board
1	Dao Ngoc Tuan Anh	Member of the Supervisory Board
2	Tran Dang Khoa	Member of the Supervisory Board
3	Le Thi Thu Giang	Member of the Supervisory Board

Article 11. Approval of modifying details of business lines (as presented in Proposal No. 07/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Article 12. Approval of the Report on uncompleted tasks (as presented in Proposal No. 08/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Article 13. The General Meeting of Shareholders assigns the Board of Directors and the General Director of the Company the responsibility to monitor, oversee, and implement this Resolution in compliance with the Law and the Company's Charter.

The General Meeting of Shareholders assigns the Supervisory Board to monitor and inspect the activities of the Board of Directors and the General Director in implementing this Resolution in accordance with the Law and the Company's Charter.

The Board of Directors, the Supervisory Board, the General Director, relevant Departments, Units, and individuals within the Company shall be responsible for executing this Resolution.

This Resolution takes effect from the date of signing and has been approved in full by the General Meeting of Shareholders at the 2025 Annual General Meeting of Shareholders.

Receiving places:

- Website and Information

Disclosure;

- BOD, SB;

- Office records.

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



NGUYEN XUAN ANH



No: 01/2025/SSH/BBH-DHĐCĐ

Hanoi, April 12, 2025

MINUTES OF MEETING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SUNSHINE HOMES DEVELOPMENT JOINT STOCK COMPANY

I. COMPANY INFORMATION

1. Company Name: Sunshine Homes Development Joint Stock Company
2. Head office address: 9th Floor, Sunshine Center Building, No. 16 Pham Hung, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City, Vietnam.
3. Business Registration Certificate No.: 0106784499, issued for the 16th change by the Hanoi City Department of Finance on March 19, 2025.

II. TIME AND LOCATION OF THE MEETING

1. Time: from ...h..., April 12, 2025
2. Location: Hall on the 5th Floor, Sunshine Center Building, No. 16, Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City.

III. ATTENDEES

1. Participants of the Meeting:

- Shareholders with the right to attend the Annual General Meeting of Shareholders ("AGM") are those whose names are on the list closed on March 13, 2025, provided by the Vietnam Securities Depository and Clearing Corporation and their authorized representatives attending the meeting.
- The Board of Directors (BOD), the Executive Board members, Chief Accountant include:
 1. Mr. Nguyen Xuan Anh - Chairman of the BOD
 2. Mr. Do Anh Tuan - Member of the BOD
 3. Ms. Nguyen Thi Hong Hanh - Member of the BOD cum Deputy CEO
 4. Mr. Jun Sungbae - Chief Executive Officer, Legal Representative
 5. Mr. Phan Ich Long - Deputy CEO
 6. Mr. Nguyen Ha Anh - Chief Accountant
- The Supervisory Board (SB) members include:
 1. Ms. Nguyen Thi Thu Thuy - Head of the SB
 2. Mr. Tran Dang Khoa - Member of the SB
 3. Ms. Le Thi Thu Giang - Member of the SB
- Along with guests, leaders of subsidiaries, and company employees.

2. Absentees:

- Ms. Do Thi Dinh – Member of the BOD: personal reasons.
- Mr. Nguyen Viet Hai – Independent member of the BOD: personal reasons.

IV. OPENING OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

1. To ensure the meeting proceeds in accordance with regulations, Ms. Bui Bao Linh - Head of the Shareholder Eligibility Verification Committee, presented the Report on the verification of shareholders attending the general meeting up to 08h38. Verification results:

- The total number of shareholders directly attending and represented by valid authorized representatives attending the AGM is 42 shareholders, representing **298,900,880** shares, corresponding to **298,900,880** voting rights, accounting for **79.7069%** of the total voting shares of Sunshine Homes Development Joint Stock Company (based on the List of Securities Holders entitled to attend the AGM closed by the Vietnam Securities Depository and Clearing Corporation on March 13, 2025).

- Pursuant to the Law on Enterprises, the Charter on Organization and Operation of Sunshine Homes Development Joint Stock Company, the Annual General Meeting of Shareholders 2025 is qualified to proceed.

2. The Organizing Committee introduced the Presidium and the Secretariat to conduct the General Meeting as follows:

a. Presidium of the General Meeting

- Mr. Nguyen Xuan Anh - Chairman of the BOD – Chairman of the Meeting
- Mr. Do Anh Tuan – Member of the BOD – Member
- Ms. Nguyen Thi Hong Hanh - Member of the BOD cum Deputy CEO - Member
- Mr. Jun Sungbae – CEO, Legal Representative – Member
- Mr. Nguyen Ha Anh – Chief Accountant – Member

b. Secretariat of the General Meeting

- Ms. Do Chau Anh – Head of the Secretariat
- Ms. Dang Thi Thuy Linh – Member

3. The General Meeting of Shareholders (GMS) elected the Vote Counting Committee through electronic voting, with the following results:

- Mr. Nguyen Hoang Vu – Head of Committee
- Ms. Truong Thi Hong – Member

The Vote Counting Committee was approved by the GMS with a voting rate of 100% based on the total voting rights of shareholders attending and voting at the General Meeting through electronic voting. The detailed vote counting results are as follows:

- **Total valid ballots: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of

the total voting rights of shareholders attending and voting.

- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

4. Approval of the agenda of the 2025 AGM of Sunshine Homes Development Joint Stock Company.

The agenda of the 2025 AGM of Sunshine Homes Development Joint Stock Company was approved by the GMS with a voting rate of **100%** based on the total voting rights of shareholders attending and voting at the General Meeting through electronic voting. The detailed vote counting results are as follows:

- **Total valid ballots: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

5. Approval of the Regulations on the organization and working procedure of the Annual General Meeting of Shareholders 2025 of Sunshine Homes Development Joint Stock Company.

The Regulations on the organization and working Procedure of the Annual General Meeting of Shareholders 2025 of Sunshine Homes Development Joint Stock Company were approved by the AGM with a voting rate of **100%** based on the total voting rights of shareholders attending and voting at the General Meeting through electronic voting. The detailed vote counting results are as follows:

- **Total valid ballots: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

6. Approval of the Election Regulations for Additional Members of the Board of Directors and the Supervisory Board for the 2025–2030 Term of Sunshine Homes Development Joint Stock Company.

The Election Regulations for Additional Members of the Board of Directors and the Supervisory Board for the 2025–2030 Term of Sunshine Homes Development Joint Stock

Company were approved by the GMS with a voting rate of1.00...% based on the total voting rights of shareholders attending and voting at the General Meeting through electronic voting. The detailed vote counting results are as follows:

- **Total valid ballots: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 40**, representing: **298,891,130** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

V. REPORTS AND PROPOSALS PRESENTED AT THE MEETING

Content 1. Approval of Report on the activities of the Board of Directors (Report No. 01/SSH/BC-HĐQT dated April 1, 2025 of the Board of Directors).

Content 2. Approval of Executive Board's Report on the 2024 Business Performance and the 2025 Business Plan (Report No. 02/SSH/BC-BĐH dated April 1, 2025 of the Executive Board).

Content 3. Approval of Report on the activities of the Independent Member of the Board of Directors in 2024 (Report No. 03/SSH/BC-TVĐLHĐQT dated March 21, 2025 of the Independent Member of the Board of Directors).

Content 4. Approval of Report on the activities of the Supervisory Board (Report No. 04/SSH/BC-BKS dated April 1, 2025 of the Supervisory Board).

Content 5. Approval of the 2024 Audited Financial Statements and the 2024 Profit Distribution Plan (as presented in Proposal No. 01/SSH/TTr-HĐQT dated April 1, 2025 of the Board of Directors).

Content 6. Approval of the business and production targets for 2025 (as presented in Proposal No. 02/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Content 7. Approval of the Remuneration and Bonus Plan for the Board of Directors and the Supervisory Board in 2025 (as presented in Proposal No. 03/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Content 8. Approval of the Selection of the Audit Firm for the 2025 Financial Statements (as presented in Proposal No. 04/SSH/TTr-BKS dated March 21, 2025 of the Supervisory Board).

Content 9. Approval of dismissal and additional election of Board of Directors members (as presented in Proposal No. 05/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Content 10. Approval of dismissal and additional election of Supervisory Board members (as presented in Proposal No. 06/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Content 11. Approval of modifying details of business lines (as presented in Proposal No. 07/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

Content 12. Approval of the Report on uncompleted tasks (as presented in Proposal No. 08/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

VI. DISCUSSION AND SHAREHOLDERS OPINIONS

The Presidium listened to the opinions of the shareholders. Details of the discussed opinions/questions are presented in Appendix I attached to this Minutes.

VII. VOTING

Voting method: online voting through electronic voting. Shareholders exercised their voting rights according to the regulations on organization and voting method that were presented and approved at the General Meeting. All electronic voting results of shareholders are considered the will of the shareholders.

At the time of electronic vote counting at ~~12~~¹⁰.h.07. Vote counting results for each content are as follows:

Total ballots issued: 45, representing: **298,900,992** voting rights, accounting for: **100%** of the total voting rights of shareholders attending at the meeting.

Total ballots collected: 41, representing: **298,898,630** voting rights, accounting for: **99.9992%** of the total voting rights of shareholders attending at the meeting.

Total ballots not collected: 4, representing: **2,362** voting rights, accounting for: **0.0008%** of the total voting rights of shareholders attending at the meeting.

Voting results: electronically for each content as follows:

Content 1. Approval of Report on the activities of the Board of Directors in 2024 (Report No. 01/SSH/BC-HĐQT dated April 1, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 1 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 2. Approval of Executive Board's Report on the 2024 Business Performance and the 2025 Business Plan (Report No. 02/SSH/BC-BĐH dated April 1, 2025 of the Executive Board).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 2 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 3. Approval of Report on the activities of the Independent Member of the Board of Directors in 2024 (Report No. 03/SSH/BC-TVĐLHĐQT dated March 21, 2025 of the Independent Member of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 3 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 4. Approval of Report on the activities of the Supervisory Board (Report No. 04/SSH/BC-BKS dated April 1, 2025 of the Supervisory Board).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 4 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 5. Approval of the 2024 Audited Financial Statements and the 2024 Profit Distribution Plan (as presented in Proposal No. 01/SSH/TTr-HĐQT dated April 1, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.

- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 5 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 6. Approval of the business and production targets for 2025 (as presented in Proposal No. 02/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 6 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 7. Approval of the Remuneration and Bonus Plan for the Board of Directors and the Supervisory Board in 2025 (as presented in Proposal No. 03/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 7 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 8. Approval of the Selection of the Audit Firm for the 2025 Financial Statements (as presented in Proposal No. 04/SSH/TTr-BKS dated March 21, 2025 of the Supervisory Board).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of

the total voting rights of shareholders attending and voting.

- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 8 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 9. Approval of dismissal and additional election of Board of Directors members (as presented in Proposal No. 05/SSH/TTr-HDQT dated March 21, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 9 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 10. Approval of dismissal and additional election of Supervisory Board members (as presented in Proposal No. 06/SSH/TTr-HDQT dated March 21, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 10 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 11. Approval of modifying details of business lines (as presented in Proposal No. 07/SSH/TTr-HDQT dated March 21, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.

the total voting rights of shareholders attending and voting.

- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 11 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

Content 12. Approval of the Report on uncompleted tasks (as presented in Proposal No. 08/SSH/TTr-HĐQT dated March 21, 2025 of the Board of Directors).

- **Total valid ballots: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 41**, representing: **298,898,630** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

Thus, Content 12 was approved with a 100% approval rate based on the total number of voting shares of the shareholders attending and voting.

VIII. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS THE TERM 2025 - 2030

Election method: Cumulative voting through electronic voting. Shareholders exercised their voting rights according to the election regulations that were presented and approved at the beginning of the meeting. All electronic voting results of shareholders are considered the will of the shareholders.

At the time of electronic vote counting at 10h21:

Total ballots issued on the system: **45** ballots, representing: **298,900,992** voting shares.

Total ballots collected on the system: **40** ballots, representing: **298,888,890** voting shares.

Total ballots not collected on the system: **5** ballots, representing: **12,102** voting shares.

Electronic voting results are as follows:

No.	Full name	Number of votes in favor	Corresponding Percentage of Total Voting Rights of Attending and Voting Shareholders (%)
1	Mr. Do Anh Tuan	337,134,714	112.7960%

2	Mr. Nguyen Xuan Anh	285,744,714	95.6023%
3	Mr. Jun Sungbae	286,443,418	95.8361%
4	Mr. Nguyen Nam Viet	286,232,714	95.7656%

Thus, the list of elected members of the BOD includes:

- Mr. Do Anh Tuan; Mr. Nguyen Xuan Anh; Mr. Jun Sungbae; Mr. Nguyen Nam Viet

The list of the BOD after the election includes:

No.	Full name	Position in the Board of Directors
1	Nguyen Xuan Anh	Chairman of the BOD
2	Do Anh Tuan	Member of the BOD
3	Jun Sungbae	Member of the BOD
4	Nguyen Nam Viet	Member of the BOD
5	Nguyen Viet Hai	Independent Member of the BOD

IX. ELECTION OF MEMBERS OF THE SUPERVISORY BOARD THE TERM 2025 – 2030

Election method: Cumulative voting through electronic voting. Shareholders exercised their voting rights according to the election regulations that were presented and approved at the beginning of the meeting. All electronic voting results of shareholders are considered the will of the shareholders.

At the time of electronic vote counting at 10h21:

Total ballots issued on the system: **45** ballots, representing: **298,900,992** voting shares.

Total ballots collected on the system: **41** ballots, representing: **298,891,140** voting shares.

Total ballots not collected on the system: **4** ballots, representing: **9,852** voting shares.

Electronic voting results are as follows:

No.	Full name	Number of votes in favor	Corresponding Percentage of Total Voting Rights of Attending and Voting Shareholders (%)
1	Mr. Dao Ngoc Tuan Anh	286,428,390	95.8303%
2	Mr. Tran Dang Khoa	311,353,890	104.1697%

Thus, the list of elected members of the SB includes:

- Mr. Dao Ngoc Tuan Anh

- Mr. Tran Dang Khoa

The list of the SB after the election includes:

No.	Full name	Position in the Supervisory Board
1	Dao Ngoc Tuan Anh	Member of the SB
2	Tran Dang Khoa	Member of the SB
3	Le Thi Thu Giang	Member of the SB

X. APPROVAL OF THE RESOLUTION AND MINUTES OF THE GENERAL MEETING

Ms. Do Chau Anh – Head of the Secretariat of the General Meeting, presented the full text of the Minutes and the Resolution of the Annual General Meeting of Shareholders 2025.

The Minutes were unanimously approved by the GMS with a rate of 100% of the total number of voting shares of shareholders attending and voting at the General Meeting through electronic voting. The detailed vote counting results are as follows:

- **Total valid ballots: 39**, representing: **298,881,390** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 39**, representing: **298,881,390** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

The Resolution were unanimously approved by the GMS with a rate of 100% of the total number of voting shares of shareholders attending and voting at the General Meeting through electronic voting. The detailed vote counting results are as follows:

- **Total valid ballots: 39**, representing: **298,881,390** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total invalid ballots: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total votes in favor: 39**, representing: **298,881,390** voting rights, accounting for: **100%** of the total voting rights of shareholders attending and voting.
- **Total votes against: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.
- **Total abstentions: 0**, representing: **0** voting rights, accounting for: **0%** of the total voting rights of shareholders attending and voting.

The General Meeting adjourned, the direct session concluded at 12.00 on the same day. *mt*

Receiving places:

- BOD, SB,
Executive Board;

- Archived:
Office.

**SECRETARY OF THE
MEETING**

Chau Anh
Đỗ Châu Anh

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

CHAIRMAN



NGUYỄN XUAN ANH

APPENDIX I – QUESTIONS AND DISCUSSIONS

(Attached is the Minutes of the Shareholders' Meeting dated April 12, 2025)

Question 1: Through the press and through the documents of the shareholders' meeting of Sunshine Group Joint Stock Company, I know that Sunshine Group is presenting to shareholders the issuance of shares to exchange shares of SSH shareholders. So how will the interests of shareholders change if we carry out the exchange and the Company is merged into Sunshine Group Joint Stock Company?

Answer: Thank you for the question, dear shareholder. First of all, it should be affirmed that shareholders have the right to decide whether to retain their SSH shares or to swap them for Sunshine Group shares when Sunshine conducts the public tender offer.

In the case that shareholders choose the share swap option, the exchange of shares and the merger will present both opportunities and risks, depending on various factors such as the swap ratio, the enterprise value, the post-merger strategy, and others.

Benefits that SSH shareholders will receive from this share swap:

- **Larger scale and stronger financial capability, with long-term growth potential:** After the swap, SSH shareholders will become shareholders of Sunshine Group Joint Stock Company. Sunshine Group is a large corporation with diverse assets and real estate projects and strong growth potential. Sunshine Group's shares have high growth potential thanks to the continuous expansion of large projects such as high-end urban areas, important infrastructure projects, and domestic and foreign investment networks. This is a great opportunity for SSH shareholders to benefit from the strong growth of Sunshine Group in the future.
- **Risk diversification:** Sunshine Group operates in various sectors including real estate, finance, technology,... which helps to diversify business risks
- **High liquidity and stock trading opportunities:** Sunshine Group shares are traded on the HNX, offering higher liquidity and easier trading on the stock market, especially as the company expands its scale and attracts strong interest from investors. This creates significant opportunities for SSH shareholders, as they can easily buy and sell Sunshine Group shares and take advantage of market opportunities to maximize profits.

However, before making a decision on whether to proceed with the share swap, shareholders should:

- Carefully review the General Meeting of Shareholders' documents: Pay particular attention to the share swap ratio and the enterprise valuation report.
- Compare the value of the new and current shares: Assess the liquidity and potential profitability of Sunshine Group's shares compared to SSH shares.
- Consider your personal investment strategy: Decide whether you prefer to invest long-term in a large-scale corporation, or continue holding shares in a medium-sized company

Thank you, dear shareholder!

Question 2: In 2025, the Company sets a revenue target of VND 4,000 billion; however, the projected profit is only around VND 500 billion. Could the Company clarify the reasons for the relatively low profit compared to the planned revenue scale.

Answer: Thank you for the question, dear shareholder, on behalf of the Presidium, I would like to answer the shareholders' questions as follows:

First of all, I would like to summarize the revenue and profit results for the two most recent years, 2023 and 2024, as follows:

- In 2023: Consolidated financial statements recorded a post-tax profit of VND 1,300 billion.
- In 2024: Consolidated financial statements recorded a post-tax profit of VND 817 billion, a decrease of VND 482 billion, equivalent to approximately 37% compared to the same period in 2023. Although revenue from sales and service provision in 2024 was equivalent to that of 2023, the proportion of revenue from the transfer of low-rise residential real estate decreased compared to 2023. As a result, gross profit from sales and service provision declined significantly, leading to a lower profit figure for 2024. Based on this actual situation and taking into consideration market forecasts for 2025, we expect many positive developments that will open up opportunities for real estate businesses. However, alongside optimistic signals, there are still many challenges that require proactive and flexible business strategies. With a comprehensive assessment of the Company's resources as well as those of its subsidiaries, and a thorough consideration of both domestic and international economic market conditions, Sunshine Homes has developed the 2025 business plan cautiously. The plan is based on the remaining inventory of existing projects, setting a revenue target of VND 4,000 billion and a pre-tax profit target of VND 500 billion.

Question 3: Like the shareholder who asked the previous question, I am also interested in the share swap from SSH shares to Sunshine Group shares. If this plan is approved at the General Meeting of Shareholders of Sunshine Group, what will be the expected process and timeline for the completion of this share swap?

Answer: Dear Shareholders, I have also read the shareholder meeting documents that Sunshine Group posted on their website. Basically, shareholders who own SSH shares are those who will be offered to buy shares by SSG through the exchange of shares issued by SSG. To reach this public offering step, SSG is also a public company listed on the HNX, they will have to take the following steps:

1. The share issuance plan for the public tender offer must be approved by the General Meeting of Shareholders of SSG.
2. SSG must obtain approval from the competent state authority for the issuance of shares to carry out the public tender offer.
3. Once all necessary approvals have been obtained, SSG will proceed with the public tender offer and send the official offer to SSH. At this stage, SSH shareholders who choose to swap their shares will register the exchange via the securities company where their SSH shares are being held.
4. After the end of the tender offer, SSG will have a report on the results of the public tender offer and shareholders can view the information on their website.
5. After the State agency approves the results of the stock issuance to exchange the offered shares, SSG will carry out the steps of depositing and requesting additional listing of the offered shares.

The timing of the share swap completion depends on various factors, including the approval timeline from relevant authorities and the coordination among involved parties. We expect the share swap to be completed during Q3–Q4 of 2025. Shareholders who are interested in this share swap should closely follow official announcements from Sunshine Group.

Question 4: If the share swap involving Sunshine Homes (SSH) takes place, will SSH continue to be traded on the UPCOM market?

Answer:

Ms. Nguyen Thi Hong Hanh - Member of Board of Directors cum Deputy General Director answered: Dear Shareholders, in order for SSH Joint Stock Company shares to continue being registered for trading on the UPCOM market, a key prerequisite is that SSH must maintain its status as a public company. One of the critical criteria for being recognized as a public company is that at least 10% of the voting shares must be held by a minimum of 100 investors who are not major shareholders.

Therefore, SSH's ability to remain listed on the UPCOM market depends on the number of shareholders who choose to swap their SSH shares for SSG shares and the specific swap ratio. For instance, if after SSG's public tender offer, 90–95% of SSH shareholders participate in the swap, resulting in fewer than 100 remaining SSH shareholders, SSH would no longer meet the eligibility requirements to remain traded on the UPCOM market.

In this case, the competent state management agency will put SSH shares under trading restrictions. If after a period of supervision, SSH cannot overcome the necessary conditions to maintain its public company status, SSH shares will be deregistered for trading.

At that time, shareholders still hold SSH shares and are still shareholders of the company, however, buying, selling and transferring will only be possible on the free market and will be significantly limited compared to trading on the official exchange.

** Mr. Do Anh Tuan – Member of the Board of Directors, supplemented the response as follows:*

I would like to add the following to the previous response: In fact, decisions related to shareholder activities between SSH and Sunshine Group are not only strategic moves in terms of organizational structure, but also reflect our responsibility to protect the interests of SSH shareholders — those who have accompanied, trusted, and supported the company throughout the years.

Regarding the stock swap plan, we understand that maintaining SSH on the UPCOM floor is very important. However, if Sunshine Group's new strategy is strongly implemented in the coming time, SSH's role, revenue and profit will no longer maintain the same level of explosive growth as before. Therefore, merging SSH into Sunshine Group is not simply a structural decision but a step that demonstrates inevitable development, opening up opportunities to participate in a larger ecosystem, with stronger financial capacity and more sustainable growth potential.

When SSH shareholders become shareholders of Sunshine Group, the value that shareholders hold will be repositioned – not only in terms of numbers, but also in terms of scale, competitiveness and the ability to create long-term value. This is not only a strategic process, but also demonstrates our responsibility to shareholders who have always accompanied the company.

I believe that, after the swap, the value that shareholders receive will be completely different – not just owning a part of the business, but participating in a larger, more systematic and sustainable development vision.

Question 5: Recently, the company has experienced changes in its leadership structure. Could the company please explain the reasons for these changes and the factors that influenced these decisions.

Answer: On behalf of the Presidium, I would like to respond to the question. Currently, I am still one of the major shareholders of SSH, and am also holding a role in the Executive Board and Board of Directors of the Company. I am extremely honored to continue to receive the trust of shareholders to continue to accompany in the leadership role at SSH.

Change to promote the development of the company is inevitable, not only for a business but also for any country or large organization. However, as the founder and major shareholder of SSH, I continue to participate in the Board of Directors to accompany and stand side by side with

shareholders - this is the most important thing for SSH shareholders.

Having changes in the Executive Board or Board of Directors to improve the organization and fulfill assigned tasks is completely normal in the development process of any corporation.

Question 6: Currently, the CEO of the company is a foreigner. Does the company have a strategy for developing and distributing its products to foreign customers?

Answer:

** Mr. Jun Sunghae – The General Director responded:*

Dear shareholders, as a foreigner currently holding the position of CEO at Sunshine Homes, I believe I can leverage my strengths to contribute to the company's success, as outlined below:

1. **Clear Strategy:** Sunshine Homes is building a specialized distribution system and developing products tailored to international living standards and habits
2. **Focus on Northeast Asia:** We have a clear strategy to develop the real estate market for foreigners, particularly targeting customers from South Korea, Japan, China, and Singapore.
3. **International Standard Products:** Our designs and amenities are aligned with foreign customers' needs, incorporating Smart Home technology into residential products
4. **Separate distribution channels/partners:** Cooperation with international agents, multilingual communication, foreign contractors ensures quality and aesthetics and optimizes costs for Sunshine Homes
5. **Commitment to Legal Transparency:** We ensure compliance with regulations on foreign ownership rights.

Thank you, dear shareholder!

** Mr. Do Anh Tuan – Member of the Board of Directors, supplemented the response as follows:*

Regarding the sales ratio to foreign buyers, we have always achieved a high and rapid absorption rate. Sunshine Group and Sunshine Homes consistently focus on developing high-end products targeted at high-income customers and foreign buyers. In the coming time, we will cooperate with foreign countries to promote two parts including selling products to foreigners, in case the domestic market is affected and fluctuates. At the same time, we still focus on selling to domestic customers, we want to reform the process of approaching customers to sell products. We realize that the weakest point of the Group now is that we have created good products but we have not served well, so this is also one of the reasons we decided to change the General Director with a new, professional foreign mindset, creating better values for customers. Sunshine Group and Sunshine Homes want to create better values for customers and look for foreign contractors related to construction and implementation of projects to ensure that the projects are getting better and better.

Question 7: Could the Board of Directors share about the key projects in 2025, as well as the capital requirements and capital arrangement plans?

Answer: Thank you, dear shareholders, for this very insightful question. We have specific strategies and plans regarding the merger of Sunshine Group and Sunshine Homes. On this occasion, I would also like to share some overall information about the products of Sunshine Group. As shareholders know, Sunshine Group, including Sunshine Homes, will have completed 10 years of development by 2026, but we have also experienced three years of pandemic and two years of witnessing the recession of the real estate market. However, we have adapted, as shown through our products over the past period. And since 2025, we have had achievements commensurate with the efforts we have made.

Starting from 2025, we will focus on implementing projects in Hanoi and Ho Chi Minh City. In Hanoi, notable projects include Noble Palace Tay Thang Long with a scale of nearly 2,500 units,

and in the Ciputra area, we have nearly 500 villas and almost 10 towers currently under construction. In addition, Sunshine also has Noble Crystal Long Bien, the Henritage Phuc Tho project spanning 230 hectares, which is expected to be completed in Q3 2025. In Ho Chi Minh City, we have the Sunshine Sky City project with approximately 6 towers and the Sunshine Diamond River project in District 7, with around 11 towers, which are still under construction this year. These are large-scale projects that are currently being developed.

Regarding the capital arrangement, I would like to report to our esteemed shareholders that over the past year, we have successfully developed products and projects that are ready to be brought into business. As a result, with our current capital, banks, including the Big4 group, have approached us to offer funding. This reflects that Sunshine Group is producing genuine products with real value, which are reaching end-users. Therefore, arranging capital for the near future will not pose any difficulties. However, our goal is not to seek additional external capital. Instead, we will focus on sales to recover this capital. In the past years, we faced the pandemic and other factors, which prevented us from aggressively pushing our sales. The total value of our products has now reached nearly 200,000 billion VND for both Sunshine Homes and Sunshine Group. Hence, we have set the goal to refrain from further borrowing and will focus on sales to recover this capital.

Question 8: Could the Board of Directors share their views on the prospects for land bank development and project implementation this year, especially in light of significant changes in the legal environment and administrative systems nationwide? How will these changes create challenges or opportunities for the Group?

Answer: Dear shareholders, in essence, our Group's project development model primarily focuses on acquiring projects that already have a certain level of legal foundation, rather than developing projects from the ground up. This approach offers significant advantages, as when we acquire the rights to develop these projects, the legal framework is already well-established to some extent. The next step is to restructure and adjust the product to align with market demand.

Over the past nearly 10 years, we have silently and steadfastly followed this strategy, focusing on building a land bank with strategic locations, clear legal standing, and high commercial potential. As of now, we confidently affirm that approximately 40% of the projects in the Group's portfolio have completed the necessary legal procedures and are ready for business. The value of market-ready inventory from these projects is estimated to exceed 200 trillion VND.

This means that, for at least the next 3 years, SSH and Sunshine Group do not need to develop new projects in order to ensure revenue and profits that will surpass previous periods, potentially even reaching tens of times the achievements we have previously attained.

However, we do not stop there. In the context of the government intensifying administrative reforms, particularly in the investment and construction sectors, we believe that completing the remaining legal procedures will be expedited this year and in the coming years. At that point, our land bank of thousands of hectares in prime locations will be optimally utilized, generating substantial liquidity and outstanding profitability.

We would also like to share that all projects currently in sales have completed the necessary legal procedures, ensuring transparency and completeness. Our shareholders can easily track the daily progress of each project through the Noble App, where we publicly disclose information about legal matters, project implementation, and sales — as a commitment to transparency and the responsibility of the investors.

Therefore, we believe that this is a golden opportunity for the Group to focus strongly on business operations — sales, while also being ready to embrace new development opportunities with larger-scale projects and higher potential.

Thank you!

**AGENDA OF THE 2025
ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Time: 08:00 AM, Saturday, April 12th, 2025.

Địa điểm: 5th Floor Conference Hall, Sunshine Center Building, No. 16 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City, Vietnam.

Details of the Meeting Agenda:

Time	Agenda Details
08:00 – 08:30	I. Procedures to Confirm Delegate Status and Delegate Registration for Shareholders
08:30 - 09:00	II. Opening Procedures for the General Meeting of Shareholders
	Opening the Meeting and Introduction of Delegates
	Report on the verification of shareholder status
	Introduction of the Presidium, Secretariat
	Approval of the Meeting Agenda, Regulations on Organization and Operation, Regulations for Election of Board Members and Supervisory Board Members, and the Election Committee.
09:00 - 10:30	III. Presentation of Reports and Proposals for the Meeting
	Reports:
	Report on the activities of the Board of Directors in 2024;
	Report from the Executive Board on the business results of 2024 and the business plan for 2025;
	Report on the activities of the independent member of the Board of Directors in 2024;
	Report on the activities of the Supervisory Board.
	Proposals:
	Proposal for approval of the audited financial statements for 2024 and the profit distribution plan for 2024
	Proposal for approval of the business and production targets for 2025
	Proposal for approval of the remuneration and bonus plan for the Board of Directors and Supervisory Board for 2025
	Proposal for approval of the selection of the auditing firm for 2025 financial statements
	Proposal for the dismissal and election of additional members to the Board of Directors
	Proposal for the dismissal and election of additional members to the Supervisory Board
	Proposal for approval of the amendment to the company's detailed business lines
	Proposal for approval of reports on pending tasks
	Other matters within the authority of the General Meeting of Shareholders (if any).
10:30 - 11:30	IV. Discussion; Voting and Announcement of Voting Results; Election and Announcement of Election Results
11:30 - 12:00	V. Closing Procedures for the Meeting
	Approval of the Minutes and Resolutions of the Meeting
	Summary and Official Closure of the Meeting

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD OF DIRECTORS


NGUYEN XUAN ANH

Hanoi, April 12, 2025

**REGULATIONS ON ORGANIZATION AND WORKING
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Objectives of the Regulations:

- To ensure the publicity, fairness and democracy;
- To create favorable conditions for the organization and conduct of the General Meeting of Shareholders according to its agenda of the General Meeting, the provisions of the Charter of Sunshine Homes Development Joint Stock Company ("**Company/SSH**") and the provisions of law;
- The Resolutions of the General Meeting of Shareholders express its unified will, meet the aspirations and interests of shareholders and are in accordance with the law.

CHAPTER I. GENERAL PROVISIONS

Article 1. Subjects of application

All shareholders and duly authorized persons of shareholders, guests of the General Meeting of Shareholders of SSH shall abide by and comply with the provisions of these Regulations, the SSH Charter and current legal regulations.

Article 2. Scope of application

These regulations are applied to organize the 2025 Annual General Meeting of Shareholders ("**AGM**") of SSH in the form of an in-person meeting and regulate the registration to attend the meeting, voting and election by electronic voting method of shareholders through the electronic system used by SSH at the 2025 Annual General Meeting of Shareholders.

Article 3. Interpretation of terms

In these Regulations, the following terms are construed as follows:

1. Shareholder: means a person who owns at least one SSH share, whose name is on the list of shareholders entitled to attend the General Meeting of Shareholders as of March 13, 2025, provided by the Vietnam Securities Depository and Clearing Corporation ("**VSDC**").

2. Authorized representative of a shareholder: means a person who is duly authorized in writing by the shareholder to attend and exercise the legal rights of a shareholder at the 2025 Annual General Meeting of Shareholders in accordance with the provisions of law and the SSH Charter.

3. Delegate: means a Shareholder or an authorized representative of a shareholder attending the 2025 Annual General Meeting of Shareholders.

4. Venue of the General Meeting of Shareholders: means the location where the Chairman attends and presides over the meeting.

5. Electronic voting: means a shareholder attending the meeting votes and electing through the Electronic System.

6. Electronic means: is the means of operation based on electrical, electronic, digital, magnetic, wireless transmission, optical, electromagnetic or similar technology.

7. Electronic system: means software that supports the organization of the General Meeting of Shareholders, providing Shareholders with tools to exercise related rights when attending the General Meeting of Shareholders (including registering to attend the General Meeting of Shareholders at the meeting location and conducting voting, elections in the form of Electronic Voting, ...).

8. Registration to attend the General Meeting: means when shareholders/authorized representatives of shareholders directly present their personal identification documents (ID card/Citizen Identification Card/Passport/Authorization Letter) and log in to the Electronic System to authenticate the shareholder's qualifications to attend the General Meeting of Shareholders.

9. Login information: Includes the Username and Password of each Shareholder, used to log in/access the Electronic System to discuss and conduct electronic voting.

10. Organizing Committee: means a department established to serve the preparation and organization of the 2025 Annual General Meeting of Shareholders.

CHAPTER II. CONTENT OF REGULATIONS

Article 4. Conditions and methods of attending the General Meeting

1. Conditions of attending the General Meeting

a. Participants:

SSH shareholders according to the list of shareholders as of March 13, 2025 provided by VSDC and the authorized representatives of shareholders are entitled to attend the General Meeting of Shareholders.

b. Technology requirements:

Delegates attending the General Meeting of Shareholders and voting electronically shall use suitable electronic devices, connected to the Internet to ensure that they can follow the progress of the General Meeting and perform electronic voting, including but not limited to: personal computers, laptops, tablets, smartphones or other electronic devices connected to the Internet.

2. How to attend the General Meeting of Shareholders by attending personally at the Meeting

a. When attending the meeting at the location of the General Meeting of Shareholders stated in the Invitation Letter, shareholders shall register to attend the General Meeting by providing the identification documents "ID card/Citizen Identification Card/Passport and authorization letter (if being an authorized representative)" and present the above identification documents to the Organizing Committee to confirm the status of the Delegate.

b. Before the opening of the meeting, SSH shall carry out the Delegate registration procedure and carry out it until all present Delegates who are entitled to attend the meeting are registered.

c. When registering delegates, SSH will provide each delegate attending the meeting with a information form to login the Electronic System, including information on the full name of the Shareholder or the Shareholder's authorized representative, the login name and the corresponding access password. Shareholders are responsible for keeping the access account and

other identification factors provided by SSH confidential to ensure that only the Shareholders have the right to participate in Electronic Voting on the Electronic System. In case a Shareholder authorizes another individual/organization to attend the General Meeting and vote electronically, the Shareholder and the Shareholder's authorized person shall be responsible for the authorization and the results of the Electronic Voting according to the access account that has been granted.

d. Delegates who arrive late but the General Meeting has not yet ended shall have the right to register and participate in voting at the General Meeting on issues that have not been voted on. In that case, the Chairman shall not stop the General Meeting and the validity of the previously voted contents is not affected.

Article 5. Authorization to attend the General Meeting

1. Authorization to attend the General Meeting of Shareholders shall be made in writing and in accordance with the provisions of the 2020 Law on Enterprises and the SSH Charter as follows:

- An individual shareholder has the right to authorize all of his/her shares to only one (01) other individual to attend and vote at the General Meeting on his/her behalf.

- An organization shareholder has the right to authorize all of his/her shares to a maximum of three (03) representatives to attend and vote at the General Meeting on his/her behalf.

2. Authorization is considered valid and legally effective when it satisfies the following conditions:

- The authorization is made in writing using the form provided by SSH or by the Shareholder in accordance with the provisions of the civil law, clearly stating the name of the authorized individual or organization and the number of authorized shares; the content of the authorization; with full signatures, full names, and seals (in case of an organization) of the authorizing person and the authorized person.

- The authorized person shall present all personal identification documents (ID card/Citizen Identification Card/Passport) and SSH will receive the original authorization document when the Delegate registers to attend the General Meeting.

3. Cancellation of authorization

- In case the Shareholder has sent the authorization information before the date of the General Meeting and wants to cancel the valid authorization sent before, the Shareholder shall send an official document requesting to cancel the authorization to SSH and provide a new valid authorization document when registering to attend the General Meeting. SSH is not responsible for any change in authorization if the shareholder does not follow the above instructions.

- The cancellation of authorization shall not be effective if the authorized representative of the shareholder has successfully registered to attend the meeting and has voted on any issue of the content in the Agenda of the General Meeting of Shareholders on the Electronic System.

Article 6. Guests of the General Meeting

Depending on the actual situation, the Organizing Committee may (and is not required to) invite some guests such as those holding managing positions of SSH and its subsidiaries, the Board of Supervisors, the Chief Accountant, and representatives of the audit company (if any).

Article 7. Rights and obligations of Delegates

1. Rights of Delegates when attending the General Meeting of Shareholders

a. To be publicly notified by the Organizing Committee of the General Meeting of information on the content, agenda of the General Meeting and related documents attached thereto.

b. To attend the General Meeting, discuss and vote on all issues under the authority of the General Meeting of Shareholders as prescribed in the SSH Charter, these Regulations and the instructions on the website: <https://ssh.vn/dai-hoi-dong-co-dong/>.

c. To have the right to attend meetings and/or participate in voting on remaining issues after the opening of the General Meeting.

d. To authorize one or more other individuals or organizations to attend the General Meeting as prescribed in Article 5 of these Regulations.

2. Obligations of Delegates when attending the General Meeting of Shareholders

a. To comply with the regulations at the General Meeting, respect the guidance and direction of the Presidium and the results of the General Meeting.

b. When attending the General Meeting, delegates shall be present at the prescribed time and complete the registration procedures with the Organizing Committee of the General Meeting; behave in a civilized and polite manner, do not smoke in the General Meeting room, do not make noise, do not use mobile phones during the General Meeting, and all mobile phones shall be turned off or not ring.

c. Delegates need to prepare and use appropriate electronic devices (personal computers, laptops, tablets, smartphones, ...), with an Internet connection to participate in discussions and vote electronically.

d. To secure information related to access accounts such as: login name, access password provided by SSH to ensure that only the Delegates have the right to vote on the electronic voting system.

e. To immediately notify SSH for promptly handling when discovering that the login name and password are lost, stolen, leaked, or suspected of being leaked to lock the access account. The Delegate shall be responsible for any damages, losses and other risks occurring before SSH receives the Delegate's notification if the cause is due to the Delegate

f. Recording and filming the General Meeting shall be publicly announced and approved by the General Meeting Chairman.

g. To speak and vote in accordance with the instructions of the Organizing Committee and respect the direction of the General Meeting by the General Meeting Chairman.

h. To strictly comply with these Regulations and respect the working results at the General Meeting

Article 8. Organizing Committee

1. The Organizing Committee of the General Meeting is an agency established by the Board of Directors. The number and composition of the Organizing Committee of the General Meeting is decided by the Board of Directors.

2. The Organizing Committee of the General Meeting has the following responsibilities:

a. To fulfill the tasks as prescribed in these Regulations.

b. To provide guidance and be the focal point to answer shareholders' questions regarding registration to attend the General Meeting and electronic voting.

c. To prepare electronic means and facilities to ensure the organization of the General Meeting in person and electronic voting.

- d. To fulfill other tasks as decided by the Board of Directors.

Article 9. Shareholder qualification examination board

1. The Shareholder Qualification Examination Committee is an assisting department of the Organizing Committee of the General Meeting. The Shareholder Qualification Examination Committee has 02 members, including 01 Head of the Committee and 01 member.
2. The Shareholder Qualification Examination Committee is responsible for:
 - a. Checking the qualifications and status of Shareholders and Shareholders' Authorized Representatives attending the meeting.
 - b. Reporting to the General Meeting of Shareholders on the percentage of shareholders attending the meeting.
 - c. Reviewing and complying with the conditions for holding the General Meeting of Shareholders in accordance with the 2020 Law on Enterprises and the SSH Charter.

Article 10. Presidium

1. The Chairman of the Board of Directors ("BOD") shall chair the General Meeting or authorize another member of the Board of Directors to chair the General Meeting of Shareholders convened by the Board of Directors. In case the Chairman of the Board of Directors is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to be the Chairman of the General Meeting according to the majority principle. In case no one can be elected as the Chairman, the Head of the Board of Supervisors shall direct the General Meeting of Shareholders to elect the Chairman of the meeting from among the attendees and the person with the highest number of votes shall chair the meeting.
2. Except for the case specified in Clause 1 of this Article, the person who signs the summons for the General Meeting of Shareholders shall direct the General Meeting to elect the Chairman of the meeting and the person with the highest number of votes shall chair the meeting.
3. The Presidium shall consist of 05 members. The Chairman of the Board of Directors shall act as the Chairman of the Presidium and the Chairman of the meeting.
 - a. Duties of the Presidium:
 - To run the General Meeting in accordance with these Regulations and the agenda approved by the General Meeting of Shareholders at the General Meeting;
 - The Chairman shall work based on democratic centralism and make decisions by majority;
 - To guide the General Meeting to discuss and vote on issues within the agenda of the General Meeting and related issues throughout the General Meeting.
 - b. Rights of the Presidium:
 - The Presidium has the right to perform the tasks deemed necessary to conduct the General Meeting in a valid and orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of shareholders attending the meeting.
 - The decision of the Presidium on matters of order, procedures or events arising outside the General Meeting agenda will be of the highest judgment.

Article 11. Secretariat

The Chairman shall appoint one or more persons to act as the meeting Secretariat. The Secretariat shall perform the following duties:

1. To assist the Presidium in checking the qualifications of delegates attending the meeting (when necessary).
2. To receive and summarize the opinions and questions of delegates during the General Meeting and send them to the Presidium.
3. To fully and honestly record the entire proceedings of the General Meeting and the issues that have been approved by the General Meeting or are still being noted at the General Meeting.
4. To draft the Minutes and Resolutions for the General Meeting's approval before the end of the General Meeting.
5. To perform other tasks assigned by the Chairman.

Article 12. Vote Counting Committee

The Chairman shall introduce the members of the Vote Counting Committee for the General Meeting's voting and approval. The Vote Counting Committee has the following rights and obligations:

1. To instruct delegates on the regulations, rules and methods related to voting/election at the General Meeting.
2. To conduct vote counting and election;
3. To prepare and announce the Minutes of vote counting and election before the General Meeting of Shareholders.
4. To review and report to the General Meeting any violations of voting regulations or complaints about vote counting results.

Article 13. Conditions for holding the General Meeting

1. The General Meeting shall be held when the number of shareholders attending the meeting represents at least 50% of the total number of voting shares. In case the number of shareholders registered to attend the General Meeting has not represented the required number after more than 30 minutes from the time of determining the opening of the General Meeting, the meeting shall be deemed not eligible to proceed and the Convener shall cancel the meeting.
2. In case the General Meeting does not meet the conditions to proceed as prescribed in Clause 1 of this Article, the convening and conducting of the next General Meeting shall be conducted in accordance with the provisions of the SSH Charter and Article 145 of the 2020 Law on Enterprises.

Article 14. Agenda

1. The agenda and content of the meeting shall be approved by the General Meeting of Shareholders in the opening session. The agenda shall clearly and specifically specify the time for each issue in the agenda.
2. Shareholders or groups of shareholders specified in Clause 2, Article 115 of the 2020 Law on Enterprises and the SSH Charter have the right to propose issues to be included in the agenda of the General Meeting of Shareholders. The proposal shall be in writing and sent to the Company at least 03 working days before the opening date. The proposal shall clearly state the name of the shareholder, the number of each type of shares of the shareholder or equivalent information, and the issues proposed to be included in the agenda.
3. The person convening the General Meeting of Shareholders has the right to reject the proposal specified in Clause 2 of this Article if one of the following occurs:

- a. The proposal is not submitted on time or is incomplete or incorrect in content.
 - b. The proposed issue is not within the decision-making authority of the General Meeting of Shareholders.
4. The person convening the General Meeting of Shareholders shall accept and include the proposal specified in Clause 2 of this Article in the proposed agenda and content of the meeting, except for the case specified in Clause 3 of this Article, and the proposal will be officially added to the agenda and content of the meeting if approved by the General Meeting of Shareholders.
5. The Company shall disclose information on the addition of the agenda and content of the meeting in accordance with the provisions of the Law. Shareholders are responsible for monitoring changes and additions to the agenda and documents related to the General Meeting of Shareholders as notified by the Company. The Company is not responsible if shareholders do not fully update information related to the amendment of the agenda.

Article 15. Voting to approve issues at the General Meeting

1. Voting time

- a. From the time of successful registration to attend the meeting and being granted login information, Delegates can begin accessing the Electronic System to exercise their voting rights until the Chairman announces the end of voting for each voting content or until the end of the General Meeting of Shareholders. The last voting opinion recorded by the Electronic System before the end of voting is a valid opinion and is recorded in the vote counting results
- b. Before the voting period ends, Delegates will only know the results of their votes. After the voting period ends, Delegates will know the general voting results for each content announced publicly by the Presidium or the Vote Counting Committee before the General Meeting.
- c. When the voting time for a content ends, the electronic voting system will not record additional electronic voting results corresponding to that voting content from Delegates

2. Voting method

- a. All issues in the Agenda of the General Meeting shall be discussed publicly by the General Meeting of Shareholders and voted publicly by electronic voting through the Electronic System for Organizing General Meetings of Shareholders (EzGSM system) at the website: <https://ezgsm.fpts.com.vn/>.
- b. Delegates shall decide to vote by checking one of the three boxes corresponding to **"Agree"**, **"Disagree"**, **"No opinion"** for each content asking for opinions and clicking the **"Vote"** button to save and send the voting results to the Electronic System. Before the voting period ends, shareholders can change their voting opinions by checking the voting opinion again and clicking the **"Change voting"** button to confirm the final voting opinion.

Depending on the developments and the agenda of the General Meeting of Shareholders, the voting to approve the contents presented to the General Meeting can be divided into many voting sessions. Delegates attending the General Meeting shall comply with the voting time corresponding to each session according to the Chairman's declaration and the announcement of the electronic voting system. Delegates shall vote on all contents of the same voting session. An invalid vote is the one containing voting content that has not been commented on by the Delegate (no box is checked). The electronic system will warn if the vote is invalid, then the Delegate shall adjust the valid vote and send the results to the system. Invalid votes are not recorded by

the system and the Delegate is considered to have attended but did not vote on that content (Votes are not collected).

c. When running the General Meeting, the Chairman shall announce the finish time of voting on the System so that the Delegates can exercise their rights. In case the Delegates encounter problems with voting on the System, they can contact the Organizing Committee for instructions and support to complete the voting. From the time the System closes the voting content, the Delegates shall not have the right to change any voted content; the voting results of shareholders recorded on the System according to the Login Information are the final results and no complaints/claims are allowed regarding this result.

d. In case the meeting agenda is supplemented with content proposed by shareholders/groups of shareholders and approved by the General Meeting of Shareholders, the Delegates shall conduct additional voting on that content. If the Delegates do not conduct additional voting, it is considered that they have not voted on this content.

e. Delegates can change the voting and election results many times but cannot cancel the voting results on the system.

3. Voting rules

a. Each common share owned or represented by ownership corresponds to a voting unit.
b. Shareholders and related persons are not allowed to vote on transactions, contracts, and issues in which they have related interests.

c. Resolutions of the General Meeting of Shareholders are passed at the meeting when they are approved by shareholders owning more than 50% of the total number of votes of all shareholders attending and voting at the meeting, except for the cases specified in Paragraph a, Article 26.1 of the SSH Charter and Clauses 1, 3, 4, 6, Article 148 of the 2020 Law on Enterprises.

d. Resolutions of the General Meeting of Shareholders on the following contents are passed if they are approved by shareholders representing 65% or more of the total number of votes of all shareholders attending and voting at the meeting:

- Types of shares and total number of shares of each type;
- Changes in business lines, occupations and fields;
- Changes in the Company's management structure;
- Amendments and supplements to the Charter;
- Investment projects or sale of assets with a value of 35% or more of the total asset value recorded in SSH's most recent financial statements;
- Reorganization (including division, separation, merger or consolidation) or dissolution of the Company.

e. Voting to elect members of the Board of Directors and the Board of Supervisors shall be conducted by cumulative voting in accordance with the provisions of the 2020 Law on Enterprises and the Election Regulations approved by the General Meeting of Shareholders.

4. Method and results of vote counting

a. The Vote Counting Committee approved by the General Meeting of Shareholders at the General Meeting shall check the electronic voting results to summarize the voting results.

b. The electronic system records the number of votes issued, the number of votes collected, the number of votes not collected and the ratio of the total number of voting votes attending the meeting.

c. All votes collected by the electronic system are valid.

d. The votes of each delegate is recorded by the system according to: Number of votes in favor, number of votes against and number of votes with no opinion.

e. The voting results of each content are announced by the Presidium or the Vote Counting Committee immediately at the General Meeting.

Article 16. Discussion at the General Meeting

1. Discussions shall only be conducted within the prescribed time and the scope of the issues presented in the agenda of the General Meeting of Shareholders.

2. Delegates shall conduct discussions under the guidance of the Chairman or the representative of the Organizing Committee during the General Meeting, ensuring compliance with the provisions of the Company's Charter.

3. Delegates may discuss at the General Meeting by raising their hands to speak under the direction of the Presidium or sending their opinions and questions through the online support window at the General Meeting organization system (EzGSM) or other methods. The Secretariat shall summarize the opinions of Delegates and send them to the Presidium, while saving the Delegate's name, ID (if any) and the content of the question.

4. Delegates shall give brief opinions and focus on the key issues that need to be discussed, in accordance with the approved agenda of the General Meeting. The Chairman has the right to remind or suggest that Delegates focus on the key issues that need to be discussed to save time and ensure the quality of the discussion; the right to attend the General Meeting will be revoked if Delegates intentionally violate the regulations of the General Meeting, having disruptive behavior, disrupting order or having actions that directly affect the operation of the General Meeting.

5. In case of time constraints, questions that have not been answered directly at the General Meeting will be answered by SSH to shareholders in an appropriate form.

Article 17. Minutes and Resolutions of the General Meeting of Shareholders

All contents of the General Meeting shall be recorded by the Secretariat in the Minutes of the General Meeting of Shareholders and may be recorded and stored in other electronic forms. The Minutes and resolutions of the General Meeting of Shareholders shall be read and approved before the closing of the General Meeting.

Article 18. Force majeure events

1. During the time of holding the General Meeting of Shareholders and electronic voting, there may be force majeure events beyond the control of the Company such as natural disasters, fires, power outages, loss of Internet connection or other technical incidents, epidemics, requests or instructions from the Government and/or other competent state agencies... The Company will mobilize all resources to remedy the incidents and the General Meeting can continue, but not more than 60 minutes from the time of the incident.

2. In case the force majeure events cannot be remedied so that the General Meeting can continue within 60 minutes from the time of the incident, the Chairman will declare the General Meeting to be suspended, all issues that have been voted on before the suspension (if any) will be canceled. These issues will be voted on again at the nearest General Meeting of Shareholders.



Hanoi, April 12, 2025.

**REGULATIONS ON ADDITIONAL ELECTIONS OF
MEMBERS OF THE BOARD OF DIRECTORS AND THE
BOARD OF SUPERVISORS**

(Term 2025 - 2030)

Basis:

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of organization and operation of Sunshine Homes Development Joint Stock Company;
- Pursuant to notice of nomination and candidacy for members of the Board of Directors and Board of Supervisors for the term 2025 - 2030.

The Organizing Committee of the General Meeting hereby announces the Regulations on the election of additional members of the Board of Directors and members of the Board of Supervisors for the term 2025 - 203 at the 2025 Annual General Meeting of Shareholders of Sunshine Homes Development Joint Stock Company as follows:

I. EXPLANATION OF TERMS/ABBREVIATIONS

- Company : Sunshine Homes Development Joint Stock Company
- BOD : Board of Directors
- BOS : Board of Supervisors
- GMS : General Meeting of Shareholders
- Delegates : Shareholders, Authorized Persons

II. SUBJECTS AND SCOPE OF APPLICATION:

1. These regulations apply to the election of additional members of the Board of Directors and members of the Board of Supervisors for the 2025-2030 term of the Company at the 2025 Annual General Meeting of Shareholders.
2. Those entitled to vote: are shareholders with voting rights or persons authorized to attend the meeting with voting rights (according to the list of shareholders finalized by the Vietnam Securities Depository and Clearing Corporation on March 13, 2025) present at the General Meeting.

III. STANDARDS OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISORS

Conditions and criteria for becoming a member of the Board of Directors and a member of the Board of Supervisors are specified in the Notice on nomination and running for members of the Board of Directors and members of the Board of Supervisors for the term 2025 - 2030 dated March 21, 2025 of the Company.

IV. ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS FOR THE TERM 2025-2030

1. Election principles

- To comply with the provisions of law and the Company's Charter.
- The Vote Counting Committee shall be nominated by the Chairman and approved by the General Meeting. Members of the Vote Counting Committee must not be on the nomination list nor nominate themselves to the Board of Directors and the Board of Supervisors.

2. Election method:

- The cumulative voting method shall be applied (*According to Clause 3, Article 148 of the Law on Enterprises*).
- Accordingly, each delegate has a total number of votes corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of members elected to the Board of Directors or the Board of Supervisors.
- Delegates can accumulate all of their votes for one or several persons, but not more than the number of members approved by the General Meeting of Shareholders.
- Delegates attending the General Meeting of Shareholders online and voting electronically can change the election results until before the end of the voting and election period as prescribed.

3. Voting

3.1. Voting through electronic voting system

- To vote all votes for one candidate or divide the votes equally among several candidates, delegates tick the blank box in the "**Equally voting**" box of the corresponding candidates. In case the Shareholder chooses the "**Equally vote**" form for one or several candidates, the Shareholders tick the blank box in the "**Equally voting**" box of the corresponding candidates. The system will automatically divide the pre-set votes correspondingly among the candidates. In case the votes are divided among the odd candidates, the system will

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automatically cancel the odd number and the votes will be recorded according to the rounding down principle.

- If the votes are not equal among the candidates, delegates clearly write the votes in the "Number of votes" box of the corresponding candidates.

Note: In case the delegate has ticked the box "Equally voting" and entered the number of votes in the number of votes box at the same time, the result will be recognized according to the number of votes in the box "Number of votes".

After filing the vote, the delegate clicks "Vote" to save and send the election result to the system. The delegate has the right to change the election result. The recorded election result is the election result saved on the system at the time of ending electronic voting according to regulations.

The following votes are considered invalid by the system and will be counted as unrecovered votes:

- The number of candidates elected by the delegates is greater than the number of members of the Board of Directors and members of the Board of Supervisors approved by the General Meeting of Shareholders.
- The total number of votes for the candidates is not equal to the total number of votes recorded on the vote.
- The vote is recorded by the system when the voting time has expired according to regulations.

For invalid votes, the electronic voting system will send a warning to delegates attending the online General Meeting of Shareholders and voting electronically. Delegates are responsible for adjusting their votes to make them valid. The system will not record invalid votes and delegates are considered not to have participated in voting through the electronic voting system.

3.2. Principles of election and selection of candidates

- The members elected to the Board of Directors or the Board of Supervisors shall be determined by the number of votes cast from high to low, starting from the candidate with the highest number of votes until the required number of members is reached.
- In case there are two (02) or more candidates with the same number of votes for the final member of the Board of Directors or the Board of Supervisors, a re-election will be held among the candidates with the same number of votes.
- If the first election result does not have enough members of the Board of Directors or the Board of Supervisors, the election will be held until the required number of members are elected.

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4. Effect

- These election regulations shall take effect immediately upon approval by the General Meeting of Shareholders.
- These regulations shall expire when the 2025 Annual General Meeting of Shareholders of Sunshine Homes Development Joint Stock Company finishes.
- The above is the entire Regulations for electing additional members of the Board of Directors and Board of Supervisors of the Company for the term 2025 - 2030 at the 2025 Annual General Meeting of Shareholders of Sunshine Homes Development Joint Stock Company.

Respectfully submit to the General Meeting of Shareholders for consideration and approval. *+ [signature]*

FOR THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN XUAN ANH

C.T.C.P.
HỘI

No: 01/2025/SSH/TB

Hanoi, March 21st, 2025

**NOTICE ON NOMINATION AND SELF-NOMINATION OF MEMBERS
OF THE BOARD OF DIRECTORS AND SUPERVISORY BOARD**

(Term 2025 - 2030)

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;*
- *The Charter on the organization and operation of Sunshine Homes Development Joint Stock Company.*

The Organizing Committee of the General Meeting of Shareholders hereby announces the nomination and self-nomination of members of the Board of Directors and the Supervisory Board for the 2025 - 2030 term at the 2025 Annual General Meeting of Shareholders of Sunshine Homes Development Joint Stock Company as follows:

I. EXPLANATION OF TERMS/ABBREVIATIONS

- Company : Sunshine Homes Development Joint Stock Company
- GMS : General meeting of shareholders
- Attendee : Shareholders, Authorized Representatives
- BOD : Board of Directors
- SB : Supervisory Board

II. SUBJECTS AND SCOPE OF APPLICATION:

1. This notice provides guidance on the conditions and procedures for nominating and self-nominating members of the Board of Directors and the Supervisory Board for the 2025 - 2030 term of Sunshine Homes Development Joint Stock Company.
2. Shareholders and candidates participating in the nomination and self-nomination for the Board of Directors and the Supervisory Board must comply with the contents of this notice.

**III. NOMINATION AND SELF-NOMINATION FOR BOARD OF DIRECTORS
AND SUPERVISORY BOARD TERM 2025 - 2030:**

1. Quantity, Term, and Qualifications for Board of Directors Members

- a. Additional members of the Board of Directors: 04 people
- b. Term: 2025 - 2030
- c. Maximum number of candidates for Board of Directors members: Unlimited
- d. Criteria for BOD candidates (According to Clause 1, Article 155 of the Law on Enterprises 59/2020/QH14; Article 29.4 of the Company Charter; and Article 275 of Decree 155/2020/ND-CP), specifically:

- Must not fall into the category of persons prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
- Must have professional qualifications and experience in business management or the company's industry and are not necessarily required to be shareholders, unless otherwise provided in the Company charter;
- A member of the Board of Directors of the company may concurrently be a member of the Board of Directors of another company.

2. Regulations on Nomination/Self-Nomination for Board of Directors Members

Shareholders or groups of shareholders holding at least 10% of total common shares (as of the record date for the 2025 Annual General Meeting of Shareholders) have the right to pool the voting rights of each person together to nominate candidates for BOD.

Shareholders or groups of shareholders hold:

- With at least 10% of total voting shares: 01 candidate;
- Over 10% to below 30%: Maximum 02 candidates;
- From 30% to below 40%: Maximum 03 candidates;
- From 40% to below 50%: Maximum 04 candidates;
- From 50% to below 60%: Maximum 05 candidates;
- From 60% to below 70%: Maximum 06 candidates;
- From 70% to 80%: Maximum 07 candidates;
- From 80% to below 90%: Maximum 08 candidates.

If the number of candidates nominated and self-nominated does not meet the required number, the incumbent BOD may nominate additional candidates or organize nominations according to the Company Charter, Internal Corporate Governance Regulations, and the Board of Directors' Operational Regulations. The incumbent BOD's nomination process must be clearly disclosed and approved by the GMS before proceeding.

3. Quantity, term và qualifications for Supervisory Board Members

- a. Additional members of the Supervisory Board : 02 people
- b. Term: 2025 - 2030
- c. Maximum number of candidates for Supervisory Board members : Unlimited
- d. Criteria for SB candidates (*According to Clause 1, Article 169 of the Law on Enterprises 59/2020/QH14; Article 42.6 of the Company Charter; and Clause 2, Article 286 of Decree 155/2020/ND-CP*), specifically:
 - Must not fall into the category of persons prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the Law on Enterprises 59/2020/QH14;
 - Must have training in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a relevant field to the Company's operations;
 - Must not be family members of BOD members, the General Director, or other management personnel;
 - Must not be company managers and are not necessarily required to be shareholders or employees of the Company;

- Must meet additional requirements as specified by applicable laws and the Company Charter .
- Additionally, members of the SB must not be family members of company managers, the parent company, or representatives of state-owned capital in the parent company and the Company.

4. Regulations on Nomination/Self-Nomination for Supervisory Board Members

Shareholders or groups of shareholders holding at least 10% of total common shares (as of the record date for the 2025 Annual General Meeting of Shareholders) have the right to pool the voting rights of each person together to nominate candidates for SB.

Shareholders or groups of shareholders hold:

- From 10% to below 30% of total voting shares: Maximum 02 candidates;
- From 30% to below 50%: Maximum 03 candidates;
- From 50% to below 65%: Maximum 04 candidates ;
- From 65% onwards: Full number of SB members.

If the number of candidates nominated and self-nominated does not meet the required number, the incumbent Supervisory Board may introduce additional candidates or organize nominations according to the Company Charter, Internal Corporate Governance Regulations, and the SB Operational Regulations. The nomination of candidates by the incumbent SB must be clearly announced before the GMS votes to elect members of SB in accordance with the law.

5. Nomination/Self-Nomination Application Documents

a. Document for nomination/self-nomination to the BOD and SB

(forms available on the Company's website: <https://ssh.vn/dai-hoi-dong-co-dong/>)

- Application for nomination/self-nomination to the BOD/SB *(according to sample)*;
- Candidate's curriculum vitae *(according to sample)*;
- Copies of the following documents: ID card/Citizen ID card/Passport; Certificates of educational and professional qualifications.

Candidates must ensure the accuracy and truthfulness of the information provided in their documents and are responsible before law and the GMS.

Only documents meeting all conditions and candidates satisfying the criteria will be listed for announcement at the GMS.

b. Document Submission Deadline and Address

Candidates should submit their application by 17:00, March 27, 2025 to:

SUNSHINE HOMES DEVELOPMENT JOINT STOCK COMPANY

Address: 9th Floor, Sunshine Center Building, 16 Pham Hung Street, My Dinh 2 Ward, Nam Tu Liem District, Hanoi

6. List of Candidates

- Based on the nomination/self-nomination documents and supporting documents, the Organizing Committee will compile a list of eligible candidates for election to the BOD and the SB for the 2025 - 2030 term.
- The list of candidates will be arranged in alphabetical order by name and will be presented in the election system for voting.

This notice outlines the regulations on nomination and self-nomination of Board of Directors and Supervisory Board members for the 2025 - 2030 term at the 2025 Annual General Meeting of Shareholders of Sunshine Homes Development Joint Stock Company. The Board of Directors respectfully submits this for consideration and approval by the General Meeting of Shareholders./..fsh

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



NGUYỄN XUAN ANH

**REPORT OF BOARD OF DIRECTORS IN 2024
SUNSHINE HOMES DEVELOPMENT JOINT STOCK COMPANY**

To: The General Meeting of Shareholders of Sunshine Homes Development Joint Stock Company

Pursuant to the Charter on organization and operation of Sunshine Homes Development Joint Stock Company ("Company/Sunshine Homes"), the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors ("BOD") of the Company would like to report to the General Meeting of Shareholders on the activities in 2024 and the operation plan of the Board of Directors in 2025 as follows:

I. Overview of activities in 2024

1. Board of Directors members and structure

As of December 31, 2024, the Board of Directors had 05 members, including 01 independent member, 02 non-executive members and 02 executive members. The Board of Directors' members are experienced in management, and meet the standards and conditions under Article 155 of the Enterprise Law 2020.

2. Governance and Management Activities

In 2024, the Board of Directors held 16 meetings and issued 16 Resolutions on important issues about the Company's operations. The Board of Directors carried out administrative activities and directed the Company's investment and business activities due to the Resolution of the 2024 Annual General Meeting of Shareholders as follows:

- Directing the implementation and completion of the share transfer plan at Long Bien Construction Investment Joint Stock Company, thereby establishing it as a subsidiary of the Company;
- Rigorously supervising the execution and disclosure of information as required by law, including the Annual Report, Corporate Governance Report, Financial Statements, and related - party transactions, ensuring completeness and timely compliance with the law;
- Strengthening risk management by establishing a strict internal control system, proactively preventing and promptly responding to market fluctuations;
- Focusing on improving the quality of the existing human resources, meanwhile seeking and developing the next generation of human resources for the Company;
- Proactively updating information in a timely manner and proposing appropriate, flexible and timely policies and strategies to respond to adverse market fluctuations.

3. Remuneration, Operating Expenses, and Other Benefits of the Board of Directors

Remuneration and bonuses for the Board of Directors and the Supervisory Board in 2024 were approved and paid by the 2024 Annual General Meeting of Shareholders as detailed below:

No.	Name	Position	Total Remuneration (VND)
1	Do Anh Tuan	Chairman of the Board	240,000,000
2	Do Thi Dinh	Board Member	120,000,000
3	Nguyen Thi Hong Hanh	Board Member	120,000,000
4	Nguyen Xuan Anh	Board Member	120,000,000
5	Nguyen Viet Hai	Independent Board Member	120,000,000
Total			720,000,000

II. Board's Assessment of the Company's Performance

1. Assessment of Business Results in 2024

In 2024, the global economy continued to recover slowly owing to prolonged geopolitical uncertainties, the escalation of trade wars between countries and highly inflationary pressures. These factors have increased instability in financial markets, affected global supply chains, and slowed growth in many countries.

However, despite challenges from the global economic environment, Vietnam has maintained positive growth momentum. Thanks to flexible economic policies, increasing public investment, and the effective inflation control measures, Vietnam's economy has achieved a growth rate of 7.09% compared to 2023, exceeding the Government's target.

The real estate market is recording positive signs of recovery after a period of stagnation, as a result of the support from the government's legal and credit policies. In particular, the earlier implementation of the Land Law 2024, Housing Law 2023 and Real Estate Business Law 2023 has created favorable conditions to promote the market, contributed to clearing obstacles and brought about clear changes after a challenging period.

Regarding the operating results in 2024, the Company recorded revenue of VND 3,363.53 billion and profit after tax of VND 817.07 billion, respectively completing 84.09% and 77.82% of the plan set by the General Meeting of Shareholders. The decrease in revenue and profit mainly stemmed from the fact that real estate transfer activities did not meet expectations, along with a decrease in revenue from financial activities compared to the plan.

Performance Compared to the Plan:

No.	Indicator	Planned (billion VND)	Actual (billion VND)	% of Plan Achieved
1	Total Revenue	4,000	3,363.53	84.09
2	Profit Before Tax	1,050	817.07	77.82

Data based on the 2024 audited consolidated financial statements, unit: billion VND

Other Indicators:

No.	Indicator	2023	2024	Growth Rate (%)
1	Total Asset Value	13,200.83	14,394.87	9.05
2	Equity	5,840.45	6,519.55	11.63
3	Net Revenue from Sales and Service Provision	2,901.24	2,933.92	1.13
4	Financial Revenue	957.69	429.61	(55.14)
5	Profit Before Tax	1,626.89	1,029.17	(36.74)
6	Profit After Tax	1,299.49	817.07	(37.12)

Data based on the 2024 audited consolidated financial statements, unit: billion VND

2. Board of Directors' assessment of CEO's performance and the Executive Team's Performance

2.1. Board of Directors' assessment of CEO's performance

The CEO has managed the Company's business operations in full accordance with the authority, functions, duties, and powers as prescribed by law, the Company's Charter, as well as the Resolutions and Decisions of the Board of Directors and the General Meeting of Shareholders.

2.2. Board of Directors' assessment of the Executive Team's Performance

During the period of many changes in land and real estate laws, the the Executive Team has proactively proposed appropriate business strategies to adapt to the new legal context and maintain competitive advantages. The flexible action plans were implemented to ensure compliance with legal regulations and optimize business operations.

In addition, the Executive Team also focused on improving operational efficiency and optimizing costs to ensure the sustainable development of the company. At the same time, the company continues to promote market research, improve product quality and services to better meet customer needs.

Furthermore, the Executive Team also implemented solutions to ensure that the company strictly complies with legal regulations and commitments, and fully fulfills its obligations toward employees as well as regulatory authorities.

3. Performance of the Independent Board Member

In 2024, the independent member of the Board of Directors have performed their assigned functions and tasks based on the principle of objectivity to ensure independence, protect the highest interests of shareholders and ensure that all activities of the Company comply with the provisions of the Enterprise Law, the Company's Charter and relevant legal regulations as follows:

- Fully participating in meetings of the Board of Directors; joining in proposing and orienting strategies, business plans, monitoring activities and reporting on the activities of the Board of Directors.
- Reviewing and giving opinions before submitting to the Board of Directors the Company's policies and risk issues.
- Supervising the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders, the compliance with the law and the Charter, the implementation of Resolutions and Decisions of the Board of Directors.
- Monitoring the implementation of the Company's business plan and financial situation.

4. Report on transactions of Board members and their related parties

The procedures for approving transactions between the Company and related parties are strictly implemented in accordance with the provisions of the Enterprise Law, the Securities Law, and the Company's internal governance regulations. Transactions between the Company, its subsidiaries with its members of the Board of Directors and related persons of such members; transactions between the Company and companies in which members of the Board of Directors are founding members or business managers within the last 3 years prior to the transaction have been disclosed in Section VII of the Company's 2024 Corporate Governance Report.

III. Board of Directors' operational orientation in 2025

1. Business Plan in 2025

Although the real estate market is receiving positive signals thanks to support policies from the Government, there are still many potential challenges, requiring businesses to build flexible strategies and high adaptability. In that context, Sunshine Homes prioritizes focusing on completing and handing over current projects. At the same time, the Company continues to closely coordinate with Sunshine Group Joint Stock Company in the restructuring process to optimize resources. On this basis, the 2025 business plan is built with a cautious motto, in line with the market situation and the sustainable development orientation of the enterprise.

No.	Indicator	2025 Plan (billion VND)
1.	Total Revenue	4,000
2.	Profit Before Tax	500


2. Board of Directors' operational orientation in 2025: Continue to implement the plan set out in the period of 2024 - 2026 in the context of the new circumstances.

To adapt to market fluctuations, Sunshine Homes constantly innovates and perfects its business strategy in the face of increasingly fierce competition. The company focuses on improving capacity and optimizing the value brought to customers. With a long-term vision, Sunshine Homes aims to develop high-quality real estate projects, combining modern technology and focusing on customers. On that basis, Sunshine Homes has proposed key strategies to improve competitiveness and create sustainable value. Specifically, the strategies include:

- **Comprehensive restructuring plan of the Company with Sunshine Group Joint Stock Company**
 - The Company and Sunshine Group Joint Stock Company (“Sunshine Group”) are enterprises with many similarities such as having the same major shareholders in control, the same real estate market strategy, jointly developing and distributing real estate projects under the Sunshine brand, ... Thereby, in order to optimize resources, improve competitiveness and expand the scale of development, the two companies will have steps to restructure the company, unify governance and operations, branding, and business development strategies to better control costs and improve operational efficiency.

- To carry out restructuring to focus resources on the Company and Sunshine Group, in addition to drastic changes in the internal aspects of each company, the procedures related to restructuring the two companies will need the approval of state management agencies as well as the support of shareholders and the General Meeting of Shareholders of the companies.
- This is a particularly important strategic step in the new situation, bringing huge resources, outstanding performance and elevating the Sunshine brand in the real estate market in the new era of the country and the nation.
- **Continued Focus on Target Customers:** With a clearly defined focus on customers with genuine housing needs, Sunshine Homes remains dedicated to developing products primarily for end-users.
- **Enhancing Core Product Value:** The Company will continue to invest in the research and development of new technological solutions, consistently upgrading, streamlining, and expanding its portfolio of smart applications integrated into residential products. This initiative is aimed at creating a suite of technology-driven real estate products that offer cultural experiences while preserving and celebrating Vietnam's heritage. In addition, Sunshine Homes will prioritize the development of green, ecological spaces across all projects, with a particular emphasis on delivering high-quality living standards and superior customer experiences.
- **Application of Technology in Real Estate:** Digital technology is driving profound changes in the real estate industry, influencing not only transaction methods but also improving project management and operational efficiency. The application of technology facilitates the automation of numerous processes, thereby reducing errors and saving time, which in turn optimizes resources and enhances productivity. Furthermore, data analytics tools provide deeper insights into customer needs, enabling more effective marketing and sales strategies. Technology also plays a critical role in enhancing transparency and security in transactions, thereby building trust with customers and partners. Additionally, online platforms assist the Company in expanding its market reach, increasing investment opportunities, and promoting sustainable growth in an increasingly competitive environment.

Above is the Report on the activities of the Board of Directors of Sunshine Homes Development Joint Stock Company in 2024 and the Operation Plan for 2025.

Respectfully submitted to the General Meeting of Shareholders for approval. 
Sincerely,

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



NGUYEN XUAN ANH

**REPORT OF THE EXECUTIVE BOARD ON 2024
BUSINESS PERFORMANCE AND 2025 BUSINESS PLAN**

- *Respected General Meeting of Shareholders;*
- *Respected Board of Directors;*
- *Respected Delegates, Esteemed Shareholders, and Media Representatives.*

On behalf of the Executive Board of Sunshine Homes Development Joint Stock Company ("SSH"), I hereby present to the General Meeting of Shareholders the business performance results for 2024 and the business plan for 2025 as follows:

I. Evaluation of Business Performance in 2024

1. General Assessment

In 2024, the global economy continued its recovery process at a slow and uneven pace, amidst prolonged risks affecting supply chains and international commodity prices. Although global inflation showed significant improvement compared to 2023, many major economies began reducing interest rates to ease financial conditions and support growth.

Contrary to global trends, Vietnam's economy maintained an impressive growth momentum, achieving a GDP growth rate of 7.09% in 2024, exceeding the target set by the Government. This achievement demonstrates the economy's stability and strong resilience despite challenges from the international environment.

The capital market gradually improved as the State Bank of Vietnam implemented various monetary policies to support capital markets. This created favorable conditions, enabling businesses and investors to access capital at lower interest rates.

Notably, the real estate market recorded positive developments following the National Assembly's approval of three key laws: the 2024 Land Law, the 2023 Housing Law, and the 2023 Real Estate Business Law. These legal updates contributed to enhancing transparency and strengthening investor and business confidence in the real estate sector.

According to the Vietnam Association of Realtors (VARs), in 2024, the real estate market saw substantial growth, with approximately 81,000 products offered, a 40% increase from 2023. Successful transactions exceeded 47,000 products, with an absorption rate of about 72%, of which more than 50% were investment-driven transactions.

1.1. Business Performance Indicators:

- The following are some key business performance indicators achieved by the company:

No.	Indicator	Unit	2023	2024	Growth (%)
1	Total Assets	VND Billion	13,200.83	14,394.87	9.05

2	Shareholder's Equity	VND Billion	5,840.45	6,519.55	11.63
3	Total Revenue	VND Billion	3,858.93	3,363.53	(12.84)
3.1	Net Revenue from Sales and Services	VND Billion	2,901.24	2,933.92	1.13
3.2	Financial Revenue	VND Billion	957.69	429.61	(55.14)
4	Pre-Tax Profit	VND Billion	1,626.89	1,029.17	(36.74)
5	Net Profit After Tax	VND Billion	1,299.49	817.07	(37.12)
6	Profit after tax/Net revenue	%	44.79	27.85	(16.94)
7	Profit after tax/Equity (ROE)	%	24.89	14.38	(10.51)

Data according to the audited consolidated financial statements for 2024, unit: billion VND

- The company's total assets in 2024 reached VND 14,394.87 billion, an increase of 9.05% compared to 2023. This growth was primarily driven by increases in cash and cash equivalents, inventory, and short-term receivables.
- The Company's equity increased by 11.63% compared to the same period last year, primarily due to the growth in after-tax profit during the past fiscal year.
- Net revenue from sales and services in 2024 reached VND 2,933.92 billion, up 1.13% compared to 2023.
- Financial revenue decreased by 55.14% compared to 2023, reaching only VND 429.61 billion. This decline was mainly due to the Company's withdrawal of loaned funds to reinvest in capital contributions to potential projects.
- After-tax profit reached VND 817.07 billion, down 37.12% compared to the previous year. This decline was primarily due to a significant increase in the cost of goods sold compared to 2023, directly impacting the Company's profit margin and overall business performance.
- Return on equity (ROE) reached 14.38%, decreasing by 10.51% compared to 2023.

1.2. Investment activities in construction projects:

As of now, SSH and its subsidiaries have successfully completed the construction and put into operation the following six (06) projects, including:

- Sunshine Center Project (Investor: Sunshine Homes Development Joint Stock Company);
- Sunshine Palace Project (Investor: Anh Duong Star Joint Stock Company);
- Sunshine Garden Project (Investor: Anh Duong Star Joint Stock Company);
- Sunshine City Project (Investor: Xuan Dinh Construction Investment Joint Stock Company);
- Sunshine Capital Tay Thang Long Project (Investor: Xuan La Construction Investment Joint Stock Company);
- Sunshine Green Iconic Project (Investor: Long Bien Construction Investment Joint Stock Company).

Regarding investment and construction activities, the Company continuously innovates and

enhances progress monitoring and quality management to ensure strict compliance with labor safety, technical, and aesthetic standards. Strengthening control processes not only guarantees superior construction quality but also ensures high applicability, providing a safe and convenient living experience for users.

In addition to its outstanding strength in the smart real estate sector, leveraging the resources of a multi-industry and multi-field corporation, the Company aims to develop real estate products integrated with a comprehensive ecosystem of amenities. The Company's objective is to enhance residents' quality of life by providing perfect living spaces with full amenities that meet all modern living needs, including essential facilities such as:

- High-quality education: Establishing a system of inter-level schools with advanced curricula, integrating technology into teaching and management, creating optimal learning conditions for future generations.
- Commercial and entertainment centers: A network of shopping malls, entertainment areas, cinemas, and high-end restaurants, offering a diverse shopping and entertainment experience.
- Sports and wellness facilities: Gyms, yoga studios, swimming pools, multi-purpose sports courts, jogging tracks,... to help residents maintain a healthy lifestyle.
- Community spaces: Common areas, cultural houses, libraries, gardens,... to encourage interaction and connection among residents, fostering a civilized and cohesive community.
- Synchronized transportation infrastructure: Spacious internal roads, smart parking lots, electric vehicle charging stations, and a public transport system conveniently connected to the city center.

With continuous efforts, the Company continues to affirm its pioneering position in the high-tech real estate sector, committed to delivering high-quality, modern, and sustainable products that contribute to enhancing the quality of life for the community.

1.3. M&A Activities and Project Development:

During the year, the Company implemented Resolution No. 13/2024/SSH/NQ-BOD dated December 2, 2024, of the Board of Directors, completing the acquisition of 99.115% of the charter capital (equivalent to 40,637,308 shares) of Long Bien Construction Investment Joint Stock Company at a transfer price of VND 542,000,000,000.

In addition, in 2024, the Company and its subsidiaries signed deposit contracts to purchase shares of investment companies owning large projects, including: Sunshine Grand Capital Project, Noble Empire Project, Noble Crystal Tay Ho Project, The Phoenix Garden Project. The total value of the share transfer transactions for these projects exceeded VND 4,000 billion, of which deposit payments accounted for approximately VND 2,400 billion.

1.4. Human Resource Management and Employee Benefits:

In 2024, the real estate market experienced significant positive changes, creating substantial growth opportunities for businesses. In response, the Company proactively strengthened its workforce across both the parent company and its subsidiaries to enhance operational capacity and meet the demands of business expansion. As of December 31, 2024, the Company's total workforce reached 182 employees, reflecting a 9.64% increase from 166 employees in 2023.

Training and Development Policies: The Company consistently prioritizes employee training and professional development, ensuring that all staff members continuously improve their skills to meet job requirements and industry standards as stipulated by legal regulations and internal policies. The training programs are systematically designed to enhance employees' competencies,

update them on new industry trends, and ultimately contribute to the Company's overall growth and success.

Salary, Bonus, and Welfare Policies: The company implements attractive compensation policies, ensuring benefits and motivating employees, including:

- **Competitive income:** Fixed salary, KPI-based salary, sales bonuses, and additional rewards for holidays, Tet, birthdays, etc., in compliance with Company regulations.
- **Insurance & benefits:** employees are entitled to full benefits, including Health Insurance (HI), Social Insurance (SI), and Unemployment Insurance (UI), in accordance with applicable laws.
- **Bonuses** for individuals and teams with outstanding achievements.
- **Financial assistance** for employees in cases of illness, maternity leave, or family events such as weddings and funerals.
- Various initiatives to enhance employees' well-being and strengthen team cohesion.

The above compensation policy not only demonstrates the Company's commitment to employees' material and mental well-being but also serves as a key motivation for each individual to remain dedicated and contribute to the sustainable growth of the business.

1.5. Financial activities - capital:

In 2024, the Company's financial operations and capital mobilization effectively met the funding needs for its core real estate business activities, both at the parent company and subsidiary levels. The Company proactively managed cash flow, sought suitable funding sources, and ensured operational stability while laying the foundation for sustainable future growth.

1.6. Operational management of other specialized departments of subsidiaries:

In 2024, the Executive Board implemented various policies and solutions to ensure the flexible and efficient management of the Company's specialized departments, including:

- In accordance with the 2024 General Meeting of Shareholders' Resolution, the Company revised and supplemented its Internal Corporate Governance Regulations.
- Additionally, the Executive Board focused on enhancing the professional capabilities of its workforce through training programs and in-depth seminars, enabling departments to operate efficiently while adapting flexibly to market changes. Moreover, initiatives to encourage innovation and streamline workflows were introduced to foster a proactive and creative work culture, thereby improving overall system performance.

2. Evaluation of 2024 Business Plan Execution

No.	Indicator	Target	Actual Performance	% Achievement vs. Target
1	Total Revenue	4,000	3,363.53	84.09%
2	Net Profit After Tax	1,050	817.07	77.82%

Data according to the audited consolidated financial statements for 2024, unit: billion VND

- The Company's total revenue reached VND 3,363.53 billion, achieving 84.09% of the target set.
- Net profit after tax amounted to VND 817.07 billion, fulfilling 77.82% of the 2024 target.

Although the Company did not fully achieve its revenue and profit goals as set by the General Meeting of Shareholders in 2024, the Executive Board acknowledges and highly appreciates the relentless efforts of all employees. Their dedication and sense of responsibility have

played a crucial role in maintaining stable business operations while laying a solid foundation for future growth. The Executive Board firmly believes that with the unity and determination of all employees, the Company will overcome challenges and achieve even greater success in the future.

II. Executive Board's Business Plan for 2025

1. Business Targets for 2025

In 2025, the market is expected to witness several positive developments, creating opportunities for real estate businesses to thrive. However, alongside these optimistic signals, significant challenges remain, requiring companies to adopt proactive and flexible business strategies. Based on a comprehensive assessment of the Company's internal resources and subsidiaries, as well as a thorough evaluation of market conditions, SSH has formulated the following business targets for 2025:

Indicator	2025 Target (billion VND)
Total Revenue	4,000
Profit Before Tax	500

2. Strategies and Solutions for Business Development to Ensure the Execution of the 2025 Business Plan and the 2024-2026 Period

Aiming for sustainable development, SSH remains committed to developing high-quality real estate products that meet market demands and directly serve end-users. In 2025, the Company will continue to enhance technology integration, foster community values, and optimize management efficiency. Notably, the restructuring process in collaboration with Sunshine Group will mark a significant milestone, driving strong growth momentum and elevating SSH's market position. The key strategic focuses for the upcoming period include:

- **Sustainable Product Development:** SSH will focus on developing mid-range, high-end, and luxury real estate products, integrating advanced technologies to enhance the quality of living experiences. The Company places great emphasis on eco-friendly and green elements, developing environmentally sustainable projects and building a comprehensive ecosystem of amenities. This ensures that residents not only enjoy a premium living space but also have access to modern and convenient services.
- **Enhancing the application of technology:** The Company will continue to strengthen the application of digital technology in real estate operations to improve management efficiency, optimize transaction processes, and enhance customer experiences. The integration of cutting-edge technologies such as Artificial Intelligence (AI), Big Data, and the Internet of Things (IoT) will improve market forecasting, asset management, and project operations with precision and efficiency. Additionally, Virtual Reality (VR) and Augmented Reality (AR) technologies will provide potential buyers and renters with the ability to view properties remotely and experience virtual simulations of projects under development. SSH will also develop online platforms and digital transaction tools to facilitate customer engagement, allowing them to easily access information, conduct transactions, and monitor project progress. The Company believes that digital transformation will not only drive revenue growth but also enhance operational efficiency, improve transparency, and strengthen security in real estate transactions.
- **Fostering Community Values:** In addition to developing modern living spaces, SSH remains committed to preserving Vietnam's cultural heritage and historical values. The Company aims to create sustainable urban developments that meet international standards, thereby enhancing

the quality of life for residents and the community.

- **Strengthening Corporate Governance and Risk Management:** SSH prioritizes improving management capabilities to ensure efficient business operations. The Company also implements strict risk management measures to maintain operational stability and promote sustainable growth. By proactively identifying and mitigating potential risks, SSH ensures the long-term success and resilience of its business.
- **Restructuring Plan with Sunshine Group:**
 - The strategic restructuring with Sunshine Group aims to create a unified governance and management system, maximizing the synergies across the Group to drive sustainable growth. This restructuring will allow SSH to leverage Sunshine Group's strong financial resources, ensuring stable capital flow for large-scale projects, thereby enhancing investment capacity and project execution efficiency. Additionally, the restructuring strategy will provide a significant competitive advantage by aligning business strategies, integrating customer networks, and leveraging the strength of the Sunshine brand. This not only enhances brand value but also solidifies the Group's position in the real estate market, leading to the development of high-quality, premium projects that attract strong customer interest.
 - Furthermore, operational cost optimization is a key benefit of the restructuring process, as it enables the consolidation of management, human resources, technology, and operational processes. This integration helps the Company minimize operating expenses, enhance work efficiency, and improve profitability. By fully leveraging Sunshine Group's service ecosystem and supply chain, member companies can capitalize on economies of scale, optimize input costs, and enhance service quality, delivering comprehensive benefits across the entire ecosystem.
 - To implement the restructuring process and maximize resource efficiency between the Company and Sunshine Group, extensive internal transformations will be required at each company level. Additionally, the legal procedures related to the restructuring must be approved by the relevant regulatory authorities. To achieve this, the Executive Board seeks the support and consensus of shareholders and the General Meeting of Shareholders of both companies, ensuring that all decisions align with shareholder interests and the Company's long-term sustainable development.

The above constitutes the full content of the Executive Board's Business Performance Report for 2024 and the Business Plan for 2025.

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

Receiving places:

- As above;
- BOD, Executive Board;
- Office records.

CHIEF EXECUTIVE OFFICER *file*



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SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 01/SSH/BC-TVDLHDQT

Hanoi, March 21st, 2025

REPORT
ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS
IN 2024

SUNSHINE HOMES DEVELOPMENT JOINT STOCK COMPANY

To: The General Shareholders' Meeting of Sunshine Homes Development Joint Stock Company

The Independent Member of the Board of Directors (“BOD”) respectfully submits the report on the results of the supervision and monitoring of the business operations of Sunshine Homes Development Joint Stock Company ("the Company") for the year 2024 as follows:

1. The activities of independent member of the Board of Directors

1.1. Remuneration and Operating Expenses of Independent Members of the Board of Directors:

The Company has 01 Independent Member of the Board of Directors. The Independent Member of the BOD has fully performed their duties and functions with an objective mindset, ensuring independence in operations, maximizing shareholder interests, and closely monitoring compliance with the Enterprise Law, the Company's Charter, and other relevant legal regulations.

The remuneration of the Independent Member of the BOD for the year 2024 is 10 million VND per month, with no additional operating expenses incurred.

1.2. The activities of the Independent Member of the Board of Directors.

The activities of the Independent Member of the Board of Directors in the year included the following:

- **Providing Independent Advisory Opinions:** Offering independent advice to assist the Board of Directors in formulating and implementing sustainable development strategies that align with the company's long-term goals.
- **Closely Monitoring the Management and Operation Functions:** Overseeing the implementation of the Board of Directors' and General Director's management and operational duties, ensuring compliance with transparent and effective governance principles.
- **Verifying the Reasonableness, Legality, Integrity, and Prudence:** Assessing the reasonableness, legality, integrity, and prudence in the management of business operations. Additionally, evaluating the systematization, consistency, and compliance of the company's accounting, statistics, and financial reporting processes.
- **Monitoring and Evaluating the Internal Control System:** Tracking and assessing the internal control system, auditing processes, and financial control mechanisms to ensure the company's operations adhere to procedures, are transparent, and yield optimal results.
- **Reviewing and Evaluating the Completeness, Legality, and Accuracy of Reports:** Reviewing and evaluating the completeness, legality, and accuracy of business performance reports, periodic financial statements (annual, semi-annual, quarterly), and the Board of Directors' management evaluation reports, to ensure transparency and accuracy in corporate activities.

2. The results of Supervision and Monitoring

- In 2024, the Independent Member of the Board of Directors (BOD) attended all BOD meetings, actively proposed and directed strategic initiatives and business plans, while closely monitoring the BOD's activities and fulfilling reporting obligations as required.
- The BOD meetings were convened and organized according to a specific schedule, with all necessary preparation materials to ensure compliance with the Company's Charter and legal regulations. The content discussed during the meetings was thoroughly reviewed, critically examined, and comprehensively evaluated. The BOD worked with a high sense of responsibility, transparency in governance, and adhered to the principles of corporate governance for public companies.
- The BOD held both regular and extraordinary meetings to approve matters within its authority, while also regularly directing and overseeing the implementation of resolutions/decisions passed by the General Shareholders' Meeting ("GSM") and the BOD. During the year, the BOD issued several important resolutions, ensuring that the procedures and formalities were followed in accordance with the Enterprise Law and the Company's Charter, and that they aligned with the strategies and business plans approved by the GSM.
- Furthermore, the BOD promptly directed and closely monitored the activities of the Board of General Directors to ensure the effective achievement of business goals, strategies, and plans.

3. The results of Supervision over Financial Reports, Business Operations, and the Company's Financial Status

- The financial statements of Sunshine Homes Development Joint Stock Company are prepared and published in accordance with accounting standards and current legal regulations, accurately, truthfully, and completely reflecting the company's financial position.
- The auditing firm was selected based on strict criteria regarding independence and objectivity, ensuring integrity and reliability in the auditing process. This enhances transparency and compliance in the company's financial management practices.
- The Board of General Directors and the management team have demonstrated a high level of responsibility, proactively monitoring market trends, and promptly proposing and implementing flexible solutions to help the company maintain stable business operations in a volatile market environment

4. The Results of the Evaluation of the Company's Internal Control System and Risk Management

- In 2024, the business units promptly updated and revised existing procedures to ensure compliance with legal regulations and the company's internal policies.
- The company's risk management framework is regularly reviewed to ensure timely identification of potential new risks and to propose preventive measures, minimize risks, and mitigate any existing risks.

5. The Results of Supervision over the Board of Directors, General Director (CEO), and Other Executives, and Evaluation of Transactions with Related Parties

- The General Director has fully fulfilled their responsibilities in reporting, explaining, and disclosing the company's business operations in a transparent, complete, and timely

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manner. Additionally, the General Director has strictly complied with the requirements related to presenting and seeking approval for matters under the authority of the Board of Directors in meetings, ensuring that the governance process adheres to regulations.

- The Independent Member of the Board of Directors did not detect any irregularities in the activities of the Board of Directors, the General Director, or other management personnel of Sunshine Homes Development Joint Stock Company.
- Furthermore, the Independent Member of the Board of Directors highly appreciates the sense of responsibility demonstrated by the management team, especially in the management, planning, and implementation of business strategies that are suitable for the company's actual operations. The team has also shown flexibility in adapting to the fluctuations in both the domestic and international economic landscape.
- Regarding transactions between the company and related parties, the company has adhered to the provisions of its Charter, Internal Governance Regulations, and ensured full and transparent information disclosure in compliance with current legal requirements

6. The Results of the Evaluation of the Coordination Between the Independent Member of the Board of Directors and the Board of Directors, General Director, and Shareholders

- The coordination between the Board of Directors (BOD) and the Board of General Directors has been smooth and effective, ensuring that operations are carried out efficiently.
- The Independent Member of the Board of Directors has received timely support from the Board of Directors and the Board of General Directors in providing all necessary information and documentation required for monitoring and supervision. As a result, the company's activities have been closely monitored, ensuring compliance with the resolutions of the General Shareholders' Meeting (GSM) and the BOD, while also aligning with applicable legal regulations.
- The members of the Board of Directors and the Board of General Directors have demonstrated a high level of responsibility, actively collaborating in decision-making processes and the implementation of key strategies. Their efforts have contributed to the company's sustainable development in line with the established direction, ensuring the maximum benefits for shareholders.

Above is The Report on the activities of the Independent Member of the Board of Directors of Sunshine Homes Development Joint Stock Company in 2024.

We respectfully submit it to the General Shareholders' Meeting for approval.

Thank you very much!

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



NGUYEN VIET HAI





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Hanoi, April, ...4..., 2025

REPORT
ACTIVITIES OF THE SUPERVISORY BOARD IN 2024
SUNSHINE HOMES DEVELOPMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to Circular No. 116/2020/TT-BTC, which provides guidance on certain provisions regarding corporate governance applicable to public companies, as stipulated in Decree No. 155/2020/ND-CP dated December 31, 2020, issued by the Government, detailing the implementation of specific provisions of the Securities Law;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2024 of Sunshine Homes Development Joint Stock Company ("the Company");
- Pursuant to the 2024 audited financial statements and the actual business operations of the Company.

The Supervisory Board has performed its duties in accordance with the applicable legal regulations and the Company's Charter, and hereby presents to the General Meeting of Shareholders on the following key matters:

I. Organization and Activities of the Supervisory Board

1. Organization of the Supervisory Board

The members of the Supervisory Board in 2024 consist of 3 members, including 1 Chairman and 2 members, as follows:

- Ms. Nguyen Thi Thu Thuy – Head of the Supervisory Board
- Mr. Tran Dang Khoa – Member of the Supervisory Board
- Ms. Le Thi Thu Giang – Member of the Supervisory Board

2. Tasks Performed in 2024

- ❖ The Supervisory Board operated in full compliance with its established Operational Regulations. In 2024, the Supervisory Board conducted oversight and inspections, focusing on the following key areas:
 - Representatives of the Supervisory Board attended meetings of the Board of Directors ("BOD"). During these meetings, they discussed and provided feedback to the BOD and the Executive Board on matters related to the Company's business operations;
 - The Supervisory Board conducted inspections and oversight to ensure compliance with legal regulations and internal company policies in the management and administration of the business by the BOD and the Executive Board;
 - Monitored the performance of the BOD, the Executive Board, and the management team in implementing Resolutions and Decisions passed by the General Meeting of Shareholders ("GMS") and the BOD;
 - Reviewed the legality, procedural compliance, and issuance of Resolutions and Decisions

by the BOD and the Executive Board to ensure adherence to legal and corporate regulations;

- Audited the Company's Financial Statements to assess the accuracy, transparency, and compliance of financial data with Vietnamese Accounting Standards ("VAS"), corporate accounting policies, and applicable laws;
- Monitored the Company's compliance with information disclosure regulations in accordance with legal requirements;
- Reviewed and supervised related-party transactions to ensure compliance with VAS, corporate accounting policies, and applicable laws;
- Performed other duties in accordance with the legal framework, the Company's Charter, and the Resolutions of the GMS.
- ❖ In 2024, the Supervisory Board held two meetings to assess the Company's performance, with full participation from all members. The key discussions included:
 - Evaluating the Company's business performance through the review of the 2024 Financial Statements;
 - Examining and assessing the business results for the first half of 2024 and planning the Supervisory Board's activities for the second half of 2024.

3. Remuneration, Salaries, and Other Benefits of the Supervisory Board

The members of the Supervisory Board received full remuneration for 2024 in accordance with Resolution No. 01/2024/SSH/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated May 20, 2023, with a total amount of VND 240,000,000. The details are as follows::

No.	Full Name	Position	Remuneration (VND)
1	Nguyen Thi Thu Thuy	Head of the Supervisory Board	120,000,000
2	Tran Dang Khoa	Member	60,000,000
3	Le Thi Thu Giang	Member	60,000,000

Operating Expenses: None

4. Coordination Between the Supervisory Board, the Board of Directors, the Executive Board, and Shareholders

In 2024, the Supervisory Board actively and closely coordinated with the Board of Directors and the Executive Board in performing its assigned functions and duties. The Board of Directors and the Executive Board facilitated the Supervisory Board in fulfilling its responsibilities.

The Supervisory Board was provided with information and relevant documents regarding the Company's operations in accordance with the provisions of the Law on Enterprises and the Company's Charter.

The Supervisory Board received full information regarding Board of Directors meetings, business plans of the Company for the period, and was invited to attend Board meetings. These meetings provided opportunities for the Supervisory Board and the Board of Directors to discuss and address critical issues related to the Company's operations.

The Supervisory Board, the Board of Directors, and the Executive Board always stood ready to coordinate with shareholders in accordance with the spirit of the prevailing Law on Enterprises to address shareholder concerns and maximize information accessibility through public disclosures, media activities, events, or direct communication with requesting shareholders.

During the year, the Supervisory Board did not receive any shareholder complaints regarding violations by the Board of Directors, the Executive Board, the Supervisory Board, or the Company's management in carrying out their assigned responsibilities.

II. Supervisory Results for the Board of Directors

- ❖ The Board of Directors held both regular and extraordinary meetings in an expanded format, allowing participation from members of the Executive Board, the Supervisory Board, and specialized departments. These meetings were conducted in compliance with the Company's Charter and adhered strictly to the Resolutions of the General Meeting of Shareholders.
- ❖ The Board of Directors proactively assessed the market and issued resolutions and decisions within its authority, based on the Company's business performance. These decisions complied with applicable laws and the Company's Charter, providing strategic direction for the Executive Board.
- ❖ In 2024, the Board of Directors convened 16 meetings and issued 16 resolutions, all of which were properly documented in meeting minutes. The resolutions and decisions issued by the Board followed the correct procedures, complied with its authority, and were legally valid under applicable laws and the Company's internal regulations. The Board of Directors discussed and resolved several key matters related to the Company's operations, including:
 - Approval of the agenda and documents for the 2024 Annual General Meeting of Shareholders and the Company's 2024 business plan;
 - Approval of the execution of the share acquisition plan in Long Bien Investment and Construction Joint Stock Company, as outlined in Proposal No. 08/SSH/TTr-HĐQT, which was approved by the 2024 Annual General Meeting of Shareholders on April 13, 2024;
 - Approval of the use of the Company's and its subsidiaries' assets as collateral for financial obligations at Ho Chi Minh City Development Joint Stock Commercial Bank (HDBank) and Vietnam Prosperity Joint Stock Commercial Bank (VPBank);
 - Approval of transactions with insiders and related parties under the authority of the Board of Directors;
 - Approval of the appointment of the Company's Chief Financial Officer;
 - Other matters within the Board's authority.

Based on its oversight, the Supervisory Board concludes that the Board of Directors has effectively fulfilled its role in strategic planning, policy-making, business operations oversight, financial management, and risk management, ensuring transparency and accuracy in financial reporting. This has been particularly important given the challenges posed by economic fluctuations.

III. Supervisory Results for the Executive Board

- The year 2024 marked a period of economic recovery and stable growth. The Executive

Board proactively and effectively managed operations in strict compliance with the Resolutions of the General Meeting of Shareholders and the Board of Directors. Additionally, the Executive Board proposed necessary measures to the Board of Directors to enhance business efficiency, playing a crucial role in maintaining the Company's revenue and profitability amid economic challenges;

- The Executive Board implemented various policies and solutions to manage and operate the Company's departments with flexibility and efficiency. Measures were adopted to boost revenue, reduce costs, and strengthen business operations to maximize performance. These efforts have gradually improved the Company's capacity, reputation, and brand image while ensuring capital preservation, job stability, and income for employees;
- The Executive Board issued decisions and proposals within its authority, in compliance with applicable laws and the Company's Charter;
- The Supervisory Board concurs with the 2024 Report of the Executive Board;
- Throughout the year, the Supervisory Board did not receive any complaints or petitions regarding the management activities of the Executive Board.

IV. Supervisory Results on the Company's Operations and Financial Performance

1. Preparation and Audit of Financial Statements

- The Company's financial statements for the year were fully prepared in accordance with Vietnamese Accounting Standards (VAS).
- The Company's 2024 financial statements have been audited by Deloitte Vietnam Limited. Upon reviewing and assessing the financial statements, the Supervisory Board concurs with Deloitte Vietnam Limited's opinion "The financial statements presents fairly, in all material respects, the financial position of the Company as of December 31, 2024, as well as its financial performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on financial statements preparation and presentation".

2. Business Performance Results

No.	Indicator	Actual 2023	Plan 2024	Actual 2024	Actual/Plan 2024 (%)	Actual 2024/Actual 2023 (%)
(1)	(2)	(3)	(4)	(5)	(5)/(4)	(5)/(3)
1	Total Revenue (Billion VND)	3,858.9	4,000	3,363.5	84.09%	87.16%
2	Net Profit After Tax (Billion VND)	1,299.5	1,050	817.1	77.82%	62.88%

- Total revenue in 2024 reached VND 3,363.5 billion, a decrease of VND 495.4 billion, equivalent to 87.16% compared to 2023, and achieving 84.09% of the 2024 target.
- Net profit after tax in 2024 was VND 817.1 billion, a decline of VND 482.4 billion, equivalent to 62.88% compared to 2023, and achieving 77.82% of the 2024 target.

Despite facing numerous challenges and difficulties in 2024, including the severe impacts of Typhoon No. 3 – Yagi, the Vietnamese economy continued to demonstrate positive growth. The real estate market also exhibited a strong recovery following a challenging period, driven

by macroeconomic stability and supportive government policies. Notably, the Law on Housing 2023, the Law on Real Estate Business 2023, and the Law on Land 2024 officially came into effect on August 1, 2024, five months earlier than originally planned. These legislative changes have strengthened the legal framework governing the real estate sector, fostering a new phase of development characterized by greater security, stability, and sustainability.

Against this backdrop, the Company's performance in 2024 are highly commendable.

3. Financial Position as of December 31, 2024

Key financial indicators for 2024 are as follows:

No.	Indicator	Unit	2024	2023
1	<i>Asset Structure Indicators</i>			
	<i>Current assets/Total assets</i>	%	59.98%	47.90%
	<i>Non-current assets/Total assets</i>	%	40.02%	52.10%
2	<i>Capital Structure Indicators</i>			
	<i>Total liabilities/Total capital</i>	%	54.71%	55.76%
	<i>Owners' equity/Total capital</i>	%	45.29%	44.24%
3	<i>Liquidity Ratios</i>			
	<i>Quick ratio = (Cash and cash equivalents + Trade and other receivables + Short-term financial investments) / Current liabilities</i>	Times	1.72	1.62
	<i>Current ratio = Current assets / Current liabilities</i>	Times	1.90	1.88
4	<i>Profitability Ratios</i>			
	<i>Net profit after tax / Net revenue</i>	%	27.85%	44.79%
	<i>Net profit after tax / Owners' equity</i>	%	14.38%	24.89%

3.1 Asset Structure

The Company's total assets amounted to VND 14,394.9 billion, of which current assets accounted for 59.98% of total assets, while non-current assets made up 40.02%.

Total assets increased by VND 1,194 billion, equivalent to a 9% growth compared to the previous year. This increase was primarily driven by a rise in short-term receivables by over VND 1,903.1 billion, cash and cash equivalents by over VND 381.2 billion, long-term financial investments by VND 120.7 billion, construction in progress by VND 104.9 billion, investment properties by VND 87.6 billion, and short-term assets by VND 55.3 billion. At the same time, short-term receivables were reduced by over VND 1,437.9 billion as part of an asset restructuring effort to better align with business operations.

3.2 Capital Structure

The Company's total capital amounted to VND 14,394.9 billion, consisting of the following components:

- Total liabilities: VND 7,875.3 billion, accounting for 54.71% of total capital.
- Total shareholders' equity: VND 6,519.6 billion, representing 45.29% of total capital.

3.3 Liquidity and Solvency

In 2024, the Company maintained sufficient financial resources to meet its short-term debt

obligations, ensuring stable operations and the well-being of employees.

3.4 Profitability Ratios

Profit after tax/Net revenue: 27.85%, a decrease of 16.94 % compared to 2023.

Profit after tax/Shareholders' equity (ROE): 14.38%, a decrease of 10.51% compared to 2023.

3.5 Transactions with Related Parties

Transactions with related parties arising during the 2024 financial year are disclosed in the audited 2024 financial statements. The approval process and procedures for related-party transactions were strictly conducted in compliance with legal regulations and the Company's Charter.

V. Recommendations and 2025 Operational Plan of the Supervisory Board

5.1 Recommendations of the Supervisory Board

Based on the assessment of the Company's operations, the Supervisory Board presents the following recommendations to the Board of Directors and the Executive Board:

- The year 2025 may provide modest support for global economic activities due to lower inflation and ongoing monetary easing in several economies. However, risks remain, including geopolitical conflicts, escalating trade tensions, and high borrowing costs in many countries. Vietnam's economy is expected to maintain its positive growth momentum but will continue to face both opportunities and challenges. To ensure the successful implementation of the 2025 business plan, the Supervisory Board recommends that the Board of Directors introduce new and more effective strategies to guide the Executive Board's action plans.
- Implementation of the 2025 Business Plan: The Board of Directors should introduce additional measures to strengthen business management, closely monitor macroeconomic fluctuations, and stay updated on changes in real estate and securities market policies that may impact the Company's business operations. A thorough analysis of these factors should be conducted to develop timely and effective governance and operational solutions.
- Financial Management: The Company should exercise stringent control over capital mobilization and optimize capital allocation across projects to ensure financial stability. Strengthening financial capacity, proactively securing funding for business activities, and enhancing risk management practices are essential to safeguarding capital and effectively managing resources for operations in 2025 and beyond.
- Human Resources Management: The Company should continue its human resource development strategy by refining the management system, streamlining organizational structures, and optimizing management units at all levels to maximize resource efficiency.
- Further improvements to the work environment should be pursued, along with strengthening the organizational structure and enhancing policies to improve the quality of human resources, ensuring they meet the increasingly high demands of business operations.

5.2 2025 Operational Plan of the Supervisory Board

- The Supervisory Board will continue to carry out inspection and supervision activities in accordance with its Operational Regulations.
- It will ensure compliance with the Supervisory Board's approved plans and resolutions of

the General Meeting of Shareholders (GMS).

- Strengthen oversight of the Company's compliance with regulations and policies in corporate governance and business operations.
- Review and examine major transactions and significant business dealings of the Company.
- Assess and verify financial statements at different reporting periods to ensure accuracy, transparency, and compliance with Vietnamese accounting standards, financial regulations, and policies.
- Conduct control and inspection activities at least once every six months, with additional unscheduled reviews if necessary.
- Monitor the Board of Directors and the Executive Board in implementing the resolutions of the 2024 General Meeting of Shareholders.
- Perform other duties in accordance with the functions and responsibilities of the Supervisory Board.

The Supervisory Board hereby submits this report to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**



NGUYEN THI THU THUY

**SUNSHINE HOMES DEVELOPMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 01/SSH/TTr-HDQT

HaNoi, April. 4, 2025

PROPOSAL

(Re: Approval of the Audited Financial Statements for 2024 and the Profit Distribution Plan for 2024)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company");
- Pursuant to the 2024 Separate Financial Statements and the 2024 Consolidated Financial Statements of Sunshine Homes Development Joint Stock Company, which were audited by Deloitte Vietnam Audit Company Limited.

The Board of Directors respectfully requests the following matters to the General Shareholders' Meeting for approval:

1. Approval of the 2024 Audited Separate and Consolidated Financial Statements

The Board of Directors respectfully requests to the General Meeting of Shareholders for approval of the 2024 Audited Separate Financial Statements and the 2024 Audited Consolidated Financial Statements of the Company.

The full version of the financial statements has been publicly disclosed in accordance with regulations and is available on the Company's website at the following link: <https://ssh.vn/bao-cao-tai-chinh/>

Below are key financial indicators from the 2024 financial statements:

Unit: billion VND

No.	Indicator	Separate FS (billion VND)	Consolidated FS (billion VND)
1	Total Assets	5,178.30	14,394.87
1.1	Current Assets	290.42	8,633.53
1.2	Non-current Assets	4,887.88	5,761.34
2	Total Capital	5,178.30	14,394.87



2.1	Liabilities	247.72	7,875.32
2.2	Owners' Equity	4,930.58	6,519.55
3	Net Revenue	114.69	2,933.92
4	Profit Before Tax	489.90	1,029.17
5	Profit After Tax	489.90	817.07

* The figures are based on the audited separate and consolidated financial statements for 2024.

2. 2024 Profit Distribution Plan

To focus resources on business operations for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 profit distribution plan as follows:

Unit: billion VND

No.	Indicator	Amount (billion VND)
I	Undistributed Profit After Corporate Income Tax	1,180.90
1	Undistributed accumulated profit after tax by the end of 2023	691.00
2	Undistributed profit after tax this period	489.90
II	2024 Profit Distribution Plan	0
1	Provision for Parent Company's Funds	0
1.1	Development Investment Fund	0
1.2	Reward and Welfare Fund	0
1.3	Executive Reward Fund	0
1.4	Social Security Fund	0
2	Dividend Payment for 2024	0
III	Remaining Profit After Tax [(III) = (I) - (II)]	1,180.90

* The figures are based on the audited separate financial statements for 2024.

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

Sincerely,

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



NGUYEN XUAN ANH

No : 02/SSH/ TTr-HDQT

Hanoi, March 21st, 2025

PROPOSAL


(Re: Approval of the business and production targets for 2025)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company").

Based on the Company's actual business performance and the developments in the real estate market, The Board of Directors respectfully submits to the General Meeting of Shareholders the business and production targets for 2025 as follows:

Indicator	Unit	2025 Target
Total Revenue	Billion VND	3,000
Profit After Tax	Billion VND	400

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

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



NGUYEN XUAN ANH

No : 03/SSH/ TTr-HDQT

Hanoi, March 21st , 2025

PROPOSAL

*(Re: Approval of the Remuneration and Bonus Plan for the Board of Directors
and the Supervisory Board for 2025)*

- **To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company").

The Board of Directors of Sunshine Homes Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration and bonus plan for the Board of Directors and the Supervisory Board for 2025, as follows:

1. Remuneration for the Board of Directors

Position	2025 Remuneration Plan
Chairman of the Board of Directors	20,000,000 VND/month
Member of the Board of Directors	10,000,000 VND/person/month

2. Remuneration for the Supervisory Board

Position	2025 Remuneration Plan
Head of the Supervisory Board	10,000,000 VND/month
Supervisory Board Member	5,000,000 VND/person/month

3. Payment Method for Salaries, Remuneration, and Bonuses:

Payments will be made on a monthly, quarterly, or annual basis at the end of the financial year. The Board of Directors and the Supervisory Board will report on the payment status at the 2026 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders.
Sincerely,

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



NGUYEN XUAN ANH



SUNSHINE HOMES DEVELOPMENT
JOINT STOCK COMPANY

No 04/SSH TT-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 21st, 2025

PROPOSAL

(Re: Approval of the Selection of the Auditing Firm for the 2025 Financial Statements)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company").

The Supervisory Board respectfully submits for approval by the General Meeting of Shareholders the following matters:

1. Approval for the selection of one of the following auditing firms as the independent auditor to audit/review the Financial Statements for the Fiscal Year 2025 in Accordance with Legal Regulations. The list is as follows:

- Deloitte Vietnam Audit Company Limited.
- Ernst & Young Vietnam Limited.
- KPMG Limited.
- PwC (Vietnam) Limited.
- Other audit firms approved by the State Securities Commission of Vietnam to audit public interest entities.

2. Authorization for the Company's Legal Representative to negotiate, execute contracts, documents, and necessary procedures to finalize the selection of one of the aforementioned audit firms to audit/review the Company's financial statements for the fiscal year 2025.

The Supervisory Board respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders.

Sincerely,

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**

NGUYEN THI THU THUY

No : 05/SSH/ TTr-HDQT

Hanoi, March 21st, 2025

PROPOSAL

(Re: Election of Additional Members to the Board of Directors)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company");
- Pursuant to the resignation letter of Ms. Do Thi Dinh dated February 24, 2025;
- Pursuant to the resignation letter of Ms. Nguyen Thi Hong Hanh dated March 21, 2025

The Board of Directors of Sunshine Homes Development Joint Stock Company respectfully submits for approval by the General Meeting of Shareholders the following matters:

1. To dismiss Ms. Do Thi Dinh and Ms. Nguyen Thi Hong Hanh from their positions as members of the Board of Directors, effective upon approval by the General Meeting of Shareholders. Reason: Ms. Do Thi Dinh and Ms. Nguyen Thi Hong Hanh have submitted their resignation letters requesting to resign from their positions as Board members.
2. In 2025, Mr. Nguyen Xuan Anh and Mr. Do Anh Tuan will complete their terms as members of the Board of Directors for the 2020-2025 term on October 23, 2025. To ensure smooth governance and prevent any disruptions, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the conclusion of the 2020-2025 term and the reappointment of Mr. Nguyen Xuan Anh and Mr. Do Anh Tuan as members of the Board of Directors for the 2025-2030 term.
3. Based on the contents of items (1) and (2) above, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the election of an additional four (04) members to the Board of Directors for the 2025-2030 term.
4. The nomination, election, and qualifications of candidates for the Board of Directors shall be conducted in accordance with the Notice on the Nomination and Election of Board Members and Members of the Supervisory Board No: 01./2025/SSH/TB issued by the Board of Directors.
5. The resumes of the candidates will be published on the Company's website at the following link: <https://ssh.vn/dai-hoi-dong-co-dong/>.



6. The election process and voting format shall comply with the provisions of the Company's Charter, the Internal Regulations on Corporate Governance, the Regulations on the General Meeting of Shareholders, and the Election Rules adopted at the 2025 Annual General Meeting of Shareholders.

The Board of Directors respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders. *[Signature]*

Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS *[Signature]*
CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYEN XUAN ANH



No : 06/SSH/ TTr-HĐQT

Hanoi, March 21st, 2025

PROPOSAL

(Re: Election of Additional Members to the Supervisory Board)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company").

The Board of Directors of Sunshine Homes Development Joint Stock Company respectfully submits for approval by the General Meeting of Shareholders the following matters:

1. In 2025, Mr. Tran Dang Khoa and Ms. Nguyen Thi Thu Thuy will complete their terms as members of the Supervisory Board for the 2020-2025 term on October 23, 2025. To facilitate the work of the Supervisory Board and avoid any interruption in their terms, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval to conclude the 2020-2025 term and proceed with the election for the reappointment of Mr. Tran Dang Khoa and Ms. Nguyen Thi Thu Thuy as members of the Supervisory Board for the 2025-2030 term.
2. Based on item (1) above, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the election of 02 (two) additional members to the Supervisory Board for the 2025-2030 term.
3. The nomination, election, and qualifications of candidates for the Supervisory Board will be carried out in accordance with the Notice on the nomination and election of members of the Board of Directors and Supervisory Board No: 01/2025/SSH/TB issued by the Board of Directors.
4. *The resumes of the candidates will be posted on the Company's website at the following link: <https://ssh.vn/dai-hoi-dong-co-dong/>.*
5. The election process and election format will comply with the provisions of the Company's Charter, the Internal Regulations on Corporate Governance, the Regulations on the General Meeting of Shareholders, and the Election Rules approved at the 2025 Annual General Meeting of Shareholders.



The Board of Directors respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders. *f. chapter*
Sincerely,

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



NGUYEN XUAN ANH



**SUNSHINE HOMES DEVELOPMENT
JOINT STOCK COMPANY**

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

No: 07/SSH/TTr-HĐQT

Hanoi, March 21st, 2025

PROSOSAL

(Re: Modification of Business Line)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company").

Based on the actual business operations of Sunshine Homes Development Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the modification of business lines as follows:

1. Modification of Business Line Details:

(Code) Business line	Registered Business Line	Proposed Modification of Business Line	Reason for Modification
6820	Consulting, brokerage, auction real estate, auction land use rights. Details: - Real estate brokerage services; - Real estate trading floor services; - Real estate consulting services; - Real estate management; (For conditional business lines, the company shall only engage in activities upon meeting the legal requirements)	Consulting, brokerage, auction real estate, auction land use rights. Details: - Real estate brokerage services; - Real estate consulting services; - Real estate management; (For conditional business lines, the company shall only engage in activities upon meeting the legal requirements)	Compliance with the Real Estate Business Law 2023



2. Amendment to the Company Charter

Amend Article 5.1 of the Company Charter regarding Business Lines to align with the adjusted business lines specified in Section 1 above.

3. Implementation:

Assign/authorize the Chief Executive Officer (CEO) – the Company's legal representative to carry out the following tasks based on the specific situation, legal regulations, and guidance from competent authorities:

- Decide on the modification and amendment of business lines as mentioned above;
- Register and notify the change of business lines with the Business Registration Authority;
- Decide and implement other necessary tasks to complete the approved contents of this proposal;
- The CEO, as the Company's legal representative, may re-authorize these tasks to other organizations/individuals in accordance with the provisions of law and the Company's Charter.

The Board of Directors respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders. *[Signature]*
Sincerely,

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS *[Signature]*



NGUYEN XUAN ANH

**SUNSHINE HOMES DEVELOPMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 08/SSH/TTr-HĐQT

Hanoi, March 21st, 2025

PROSOSAL

(Re: Approval of Reports on Pending Tasks)

**To: The General Meeting of Shareholders of Sunshine Homes Development
Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, and its guiding documents;
- Pursuant to the Charter on the organization and operation of Sunshine Homes Development Joint Stock Company ("Company").

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the report on the resolutions passed at the 2024 General Meeting of Shareholders that have not been completed, along with the proposed solutions for these pending tasks:

The 2024 Annual General Meeting of Shareholders approved the following resolutions under the respective proposals:

- ❖ Proposal No. 09/SSH/TTr-HĐQT dated April 13, 2024 ("Proposal No. 09") regarding the listing of shares of Sunshine Homes Development Joint Stock Company on the Hanoi Stock Exchange
Implementation Status: The Company has submitted the application to the Hanoi Stock Exchange.
- ❖ Proposal No. 10/SSH/TTr-HĐQT dated April 13, 2024 ("Proposal No. 10") regarding the approval of the stock issuance plan under the Employee Stock Ownership Program (ESOP)
Implementation Status: The Company has not implemented this proposal due to the Board of Directors judgment that the timing is not appropriate.

In 2025, although there are optimistic forecasts for the recovery of the real estate market, it is also anticipated that there will be numerous unpredictable fluctuations both domestically and internationally. With the Company's key strategy during this period, the focus will be on restructuring business operations, reducing costs, and optimizing efficiency.

To proactively address the risks and market fluctuations while focusing on the restructuring strategy, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the cancellation of the stock issuance plan under the Employee Stock Ownership Plan (ESOP) as presented in Proposal No. 10.

Furthermore, the Board of Directors recognizes that the stock market continues to face significant challenges, and listing the Company's shares at this time is not considered





SUNSHINEHOMES

appropriate. Therefore, the Board of Directors proposes to the General Meeting of Shareholders the cancellation of the plan to list the Company's shares on the Hanoi Stock Exchange as outlined in Proposal No. 09 and authorizes the Board to decide and select an appropriate time to implement the share listing registration plan (if applicable).

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

Sincerely,

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



NGUYEN XUAN ANH

