

No: 38/SG.25

*Sa Dec city, March 18, 2025*

**NOTIFICATION**

**INVITATION TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: SHAREHOLDERS OF SA GIANG IMPORT EXPORT CORPORATION**

The Board of Directors of Sa Giang Import Export Corporation respectfully informs Shareholders about the invitation to the 2025 Annual General Meeting of Shareholders as follows:

- 1. Time:** 09:00, Wednesday, April 9, 2025
- 2. Location:** Sa Giang Import Export Corporation Hall (Lot CII-3, Road No. 5, Industrial Park C, Tan Quy Dong Ward, Sa Dec City, Dong Thap Province)
- 3. Participants:** All Shareholders owning shares of Sa Giang Import Export Corporation according to the list of Shareholders closed on March 13, 2025 (last registration date March 13, 2025) of the Vietnam Securities Depository and Clearing Corporation.
- 4. Content:** Discuss and approve the contents (Attached to the General Meeting agenda)
- 5. General Meeting documents:** Documents will be sent directly to Shareholders at the General Meeting. Shareholders can refer to the meeting documents in advance on the Company's website at [www.sagiang.com.vn/thongtincodong](http://www.sagiang.com.vn/thongtincodong).

**6. Confirmation of attendance/authorization to attend:**

We respectfully request that Shareholders please send their registration to attend or authorize to attend the General Meeting (according to the form attached to this document) before April 3, 2025 by post, fax or email to the following address:

**Sa Giang Import Export Corporation**

**Head office: Lot CII - 3, Road No. 5, Industrial Park C, Sa Dec City, Dong Thap Province**

**Fax: (+84) 277.3763.152; Email: [sang.nguyen@sagiang.com.vn](mailto:sang.nguyen@sagiang.com.vn)**

7. Shareholders or authorized persons attending the General Meeting are requested to bring their ID card or passport, original Power of Attorney (in case a fax or email has been sent) to register for the General Meeting.

This notice is sent in lieu of the Invitation to the Meeting.

Your attendance will contribute to the success of the General Meeting.

**CHAIRMAN OF BOARD OF DIRECTORS**

**Recipient:**

- State Securities Commission;
- Hanoi Stock Exchange;
- Company shareholders;
- Save.



**NGUYỄN VĂN KIÊM**



MEMBER OF VINH HOAN



## PROGRAMME

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

**Event time: 09:00am April 9, 2025**

**Location: Sa Giang Import Export Corporation Hall**

(Lot CII – 3, Road No. 5, Industrial Park C, Sa Dec City, Dong Thap Province)

TIME	CONTENT
8:30 – 9:00'	Welcome shareholders and register to attend the General Meeting
9:00 – 9:15'	<ul style="list-style-type: none"> <li>- State the reason and introduce the participants.</li> <li>- Report the percentage of shareholders attending the General Meeting and announce the General Meeting is eligible to proceed.</li> <li>- Introduction and approval:               <ul style="list-style-type: none"> <li>+ Presidium, Counting Committee, Secretariat, Counting Supervisory Committee</li> <li>+ Working regulations at the Congress</li> <li>+ Congress Program</li> </ul> </li> </ul>
9:15 – 9:45'	<ul style="list-style-type: none"> <li>- Report on the Board of Directors' activities in 2024 and Operational orientation in 2025</li> <li>- Report on the activities of the Board of Supervisors in 2024</li> <li>- Report on approval of audited financial statements for 2024</li> <li>- Proposal for profit distribution plan for 2024</li> <li>- Report on 2025 production and business plan and 2025 investment plan</li> <li>- Report on remuneration for members of the Board of Directors and supervisors in 2025</li> <li>- Proposal for selecting Auditing Company in 2025</li> <li>- Proposal to approve the 2025 Executive Board bonus regulations</li> </ul>
9:45 – 10:05'	Conference discussion
10:05 – 10:15'	<ul style="list-style-type: none"> <li>- The counting committee guides the recording of votes to approve the contents.</li> <li>- The congress proceeded to vote.</li> </ul>
10:15 – 10:45'	Break, Vote Counting
10:45 – 10:50'	- Announcement of voting results on the contents
10:50 – 11:00'	<ul style="list-style-type: none"> <li>- Through the Congress Resolution</li> <li>- Through the Minutes of the Meeting</li> </ul>
11:00'	- Closing of the Congress

Sa Dec City, March 18, 2025

**REPORT OF THE BOARD OF DIRECTORS  
ABOUT THE PERFORMANCE IN 2024 AND THE ORIENTATION OF THE  
OPERATION IN 2025**

**1. EVALUATION OF THE PERFORMANCE OF THE BOARD OF  
DIRECTORS IN 2024**

**1. Assessment of the Company's operation in 2024**

In 2024, Vietnam's economy will continue to face many challenges in the context of global instability that has not cooled down. Prolonged geopolitical conflicts, especially tensions in Russia and Ukraine, the complicated situation in the Middle East and the Red Sea, continue to affect supply chains and increase pressure on commodity prices. Major economies still maintain tight monetary policies to control inflation, slowing global growth and directly affecting the purchasing power of international markets.

In that context, the Board of Directors and the Board of Directors have actively monitored market developments, promptly making flexible decisions to protect production and business activities. The solidarity and continuous efforts of all employees have helped the Company maintain stability and continue to achieve encouraging results.

Business results in 2024 with the following main indicators:

**1.1 Report on business and financial indicators:**

Quota	UNIT	2024 Plan (1)	Implementation In 2024 (2)	Ratio % (2)/(1)	% compared to the previous year
1. Net revenue	billion VND	800,00	707,53	88%	156%
2. Profit before tax	billion VND	97,00	119,26	123%	193%
3. Profit after tax	billion VND	80,00	100,20	125%	195%
4. Source of Equity:	billion VND		346,16		137%
+ <i>Charter capital</i>	billion VND		71,48		100%
+ <i>Undistributed funds and profits</i>	billion VND		274,68		151%
5. Dividend Distribution	%		10 <sup>(*)</sup>		100%
6. Basic Profit/Share	VND/Stock		14.019		195%

Note: (\*) the dividend will be submitted to the 2025 Annual General Meeting of Shareholders for approval.

**Assess:**

- In terms of revenue, it reached 88% of the total revenue of the planned target and reached 156% over the same period last year;
- Profit after tax reached 125% compared to the plan and reached 195% over the same period last year.

***1.2 Evaluation of the company's activities in 2024***

***1.2.1. Production Activities:***

- Continue to invest, manufacture and replace modern machinery and equipment to ensure continuous, stable and efficient production and business activities.
- Promote research and improvement of production lines to optimize productivity, minimize labor waste and save production costs.
- Strengthen product quality management, absolutely comply with food safety and hygiene standards. Maintain and continuously improve quality management systems such as HACCP, BRC, ISO, HALAL, in order to improve the trust of customers, especially the export market, through the selection of the best raw materials from reputable suppliers.
- Promote R&D activities to diversify products, flexibly meet the increasing tastes and needs of customers and consumers in both domestic and international markets.

***1.2.2. Business Activities:***

- Actively seek and exploit new markets, build relationships with potential customers, and maintain and strengthen cooperation with traditional customers to ensure sustainable growth.
- Proactively develop and adjust selling price policies in accordance with the characteristics of each market and each customer group, ensuring competitiveness and optimizing profits.
- Actively participate in international fairs and exhibitions specializing in food to introduce products, expand distribution network and enhance brand image in the global market.

***1.3 Remuneration of the Board of Directors, Control Board, salaries of the General Director and other managers:***

- The total remuneration of members of the Board of Directors and the Audit Board in 2024 is: 1,612,000,000 VND. Members receive detailed remuneration as follows:

<b>Full name</b>	<b>Duty</b>	<b>Remuneration (VND)</b>
Nguyen Van Kiem	Chairman of the Board of Directors	559.000.000
Truong Thi Le Khanh	Member of the Board of Directors	130.000.000
Nguyen Ngo Vi Tam	Member of the Board of Directors (until	55.333.000

	17/04/2024)	
Lam Mau Diep	Member of the Board of Directors (from 17/04/2024)	74.667.000
Tran Thi Thanh Thuy	Member of the Board of Directors	130.000.000
Le Thi Dieu Thi	Member of the Board of Directors	130.000.000
Tang Thi Mong Tien	Member of the Board of Directors	130.000.000
Nguyen Van Sang	Secretary of the Board of Directors	130.000.000
Ha Thi Phuong Thuy Hong Nhung	Head of the Supervisory Board	130.000.000
Pham Thanh Tung	Members of the Supervisory Board	104.000.000
Nguyen Trong Liem	Members of the Supervisory Board	39.000.000
<b>Total</b>		<b>1.612.000.000</b>

- The total salary in 2024 of 03 members of the Board of Directors is VND 2,450,682,855.

#### **1.4 Other results:**

Achievements and titles:

- Certificate of Merit for Excellent Achievement "02 times continuously recognized as "Consumption Enterprise", "Dynamic and Creative Entrepreneur" of Dong Thap Province (Decision No. 18/QD.UBND.KT dated 19/01/2024 of the People's Committee of Dong Thap Province)
- Recognizing enterprises that meet the standards of "Safety in security and order" in 2023 (Decision No. 153/QD-UBND-HC dated 22/02/2024 of the People's Committee of Dong Thap province).
- Continue to maintain the title of "High-quality Vietnamese goods 2024" voted by consumers for 20 years.
- Honored in the TOP 100 typical brands of Vietnam at the Honoring Ceremony of the Vietnam Gold Star Award 2024.

## **2. Evaluation of the performance of the board of directors in 2024**

### **2.1 Board of Directors meetings:**

In 2024, the Board of Directors has conducted 16 regular and extraordinary meetings. The Supervisory Board is invited to attend all meetings of the Board of Directors. The Board of Directors has managed and directed issues related to production and business activities,

investment situation and development strategy of the Company. In each meeting, the Board of Directors and the Supervisory Board have full documents for members to contribute and decide on important issues of the Company.

No.	MINUTE	GUIDELINES/CONTENTS
1	01/2024/BB-HDQT Date 18/01/2024 (Comment by email)	- Approved the year-end bonus policies in 2023 including: Bonus in 13 months 2023; Seniority bonus in 2023
2	02/2024/BB-HDQT Date 22/02/2024 (Comment by email)	<p>1. Approving transactions between Sa Giang Import-Export Joint Stock Company and related entities, specifically as follows:</p> <ul style="list-style-type: none"> <li>❖ Sa Giang's parent company: Transactions of purchase and sale of goods and services: Authorize the General Director to sign transactions and decide on transaction prices.</li> <li>❖ Group of subsidiaries and associates of Sa Giang's parent company: Transactions of purchase and sale of goods and services: Authorize the General Director to sign transactions and negotiate and close transaction prices.</li> </ul> <p>2. To approve the loans that Sa Giang Import-Export Joint Stock Company borrows from the parent company or its subsidiaries and associated companies, based on the actual situation arising at times of demand that the Board of Directors will hold a meeting to collect voting opinions in accordance with current law.</p> <p>3. Authorizing the General Director to approve advances for the Parent Company's associated companies with a total limit of not more than VND 1 billion at all times</p>
3	03/2024/BBHDQT Date 22/02/2024 (Comment by email)	- Approving transactions between Sa Giang Import Export Corporation and related entities of Ms. Truong Thi Le Khanh
4	04/2024/BBHDQT Date 22/02/2024 (Comment by email)	- Approving transactions between Sa Giang Import Export Corporation and related entities of Ms. Tran Thi Thanh Thuy.
5	05/2024/BBHDQT Date 22/02/2024 (Comment by email)	<p>- Agreed to approve the date of the 2024 Annual General Meeting of Shareholders:</p> <p>- Closing date of the list of shareholders attending the General Meeting (last registration date): 15/03/2024</p> <p>- Time of the Congress: expected on 17/04/2024</p>
6	06/2024/BBHDQT Date 21/03/2024	- Approving the documents of the 2024 Annual General Meeting of Shareholders, including: Notice of invitation

	(Comment by email)	to the meeting; Congress program; Regulations on working at the Congress; Profit distribution report in 2023; Report on remuneration of the Board of Directors, Supervisory Board in 2024, Report on selection of audit unit in 2024; Proposal to approve the regulation on bonus for the Executive Management Board in 2024; Draft Resolution of the 2024 Annual General Meeting of Shareholders
7	07/2024/BBHDQT Date 29/03/2024 (Comment by email)	<ol style="list-style-type: none"> <li>1. Approving the documents of the 2024 Annual General Meeting of Shareholders (supplemented) including: Report of the Board of Directors in 2023 and orientation for 2024; Report of the Supervisory Board in 2023; Report approving the audited financial statements for 2023; Submission of production and business plans in 2024 and investment plans in 2024; Proposal for dismissal and additional election of the Board of Directors; Approve the list of candidates for members of the Board of Directors; Announcement of nomination for the Board of Directors; Regulations on the election of the Board of Directors; Annual General Meeting of Shareholders 2024 (updated)</li> <li>2. Approving the report No. 01/2024/TTr-HDQT dated 28/03/2024 of the General Director of Sa Giang Import-Export Joint Stock Company on the transfer of personnel of the Director of Sa Giang 3 Import-Export Joint Stock Company</li> <li>3. Approving the report No. 41/SG.24 dated 28/03/2024 of the General Director of Sa Giang Import-Export Joint Stock Company on the bonus policy in 2024</li> <li>4. Approving regulations and guiding the process of evaluating and considering KPIs from the 1st quarter of 2024</li> </ol>
8	08/2024/BBHDQT Date 01/04/2024 (Comment by email)	<ul style="list-style-type: none"> <li>- Approving the dismissal of the title of Head of HR Department for Mr. Nguyen Van Sang from 04/04/2024, the position after dismissal: Assistant Deputy General Director (Production)</li> <li>- Approved the transfer and assignment of Ms. Nguyen Thi Giang Thanh to hold the position of Head of HR Department, from 04/04/2024</li> </ul>
9	09/2024/BBHDQT Date 03/06/2024 (Comment by email)	<ul style="list-style-type: none"> <li>- Agreed to approve the selection of PricewaterhouseCoopers Vietnam Co., Ltd. to review the semi-annual financial statements and audit the financial statements in 2024. Authorize the Board of Directors to negotiate and sign an audit contract with</li> </ul>

		<p>PricewaterhouseCoopers Vietnam Co., Ltd.</p> <ul style="list-style-type: none"> <li>- Approved the labor regulations of Sa Giang Import Export Corporation</li> </ul>
10	<p>10/2024/BBHDQT Date 10/06/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Agreed to approve the adjustment of the Sa Giang 3 Enterprise project</li> <li>- Authorize the Board of Directors of Sa Giang Import Export Corporation to carry out the necessary procedures to adjust the Investment Certificate for the Sa Giang 3 Enterprise project</li> </ul>
11	<p>11/2024/BBHDQT Date 28/08/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Approving the information disclosure regulation of Sa Giang Import Export Corporation</li> <li>- Approve the time to pay dividends in 2023 in cash at the rate of 10%/charter capital</li> </ul>
12	<p>12/2024/BBHDQT Date 20/09/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Through investment in buying rice paper lines</li> <li>- Through authorizing the General Director of the Company to implement the agreement and sign the contract to purchase the above-mentioned rice paper chain</li> </ul>
13	<p>13/2024/BBHDQT Date 25/09/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Approval of the dismissal of the title of Deputy General Director (in charge of production) for Mr. Nguyen Minh Nhut from 01/10/2024</li> <li>- Approved the appointment of Mr. Nguyen Van Sang to hold the position of Assistant General Director (in charge of production) from 01/10/2024</li> </ul>
14	<p>14/2024/BBHDQT Date 26/09/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Agreed to approve the adjustment of the implementation schedule of the Sa Giang 2 Shrimp chip Enterprise project</li> <li>- Authorize the Board of Directors of Sa Giang Import Export Corporation to carry out the necessary procedures to adjust the Investment Certificate for the Sa Giang 2 Shrimp chip Enterprise project</li> </ul>
15	<p>15/2024/BBHDQT Date 23/12/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Approving the proposal of the New Year bonus policy in 2025</li> <li>- Approval of the adjustment of related contents of the Sa Giang shrimp chip factory project</li> </ul>
16	<p>16/2024/BBHDQT Date 31/12/2024 (Comment by email)</p>	<ul style="list-style-type: none"> <li>- Approved the establishment of the Science and Technology Development Fund of Sa Giang Import-Export Joint Stock Company</li> <li>- Approving the Charter of organization and operation of the Science and Technology Development Fund of Sa Giang Import-Export Joint Stock Company</li> </ul>



## **2.2 The operation of the Board of Directors and the results of the Board of Directors' supervision of the Board of Directors in 2024:**

- The Board of Directors has implemented activities in accordance with the provisions of law and the company's charter.
- During the year, the Board of Directors discussed and decided on a number of important tasks as a basis to help the Board of Directors well manage activities from production to consumption, invest in manufacturing equipment lines to meet production needs.
- The Board of Directors successfully held the 2024 Annual General Meeting of Shareholders on April 17, 2024.
- The Board of Directors has regularly and continuously supervised the operation of the Board of Directors of the Company to ensure compliance with the Company's Charter, the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors, ensuring risk limitation for the Company.
- Fully comply with regulations on periodic and extraordinary information disclosure for listed companies.
- The guidelines and directions given by the Board of Directors are fully implemented by the Board of Directors and reported in detail on the implementation results at the request of the Board of Directors.

## **II. OPERATIONAL ORIENTATION 2025**

### **1. Assessment of the situation in 2025:**

#### ***1.1 Advantageous:***

- Sa Giang has built a long-term reputation, which is a great advantage to promote exports, especially with key products and new product lines.
- The company's products fully meet international quality standards such as HACCP, BRC, ISO 22000, HALAL, FDA, Gluten-free, ASC, helping to expand opportunities to access a variety of export markets.
- Sa Giang holds a strong competitive advantage with a large domestic market share for shrimp puff pastry products, consolidating a solid foundation for stable growth.

#### ***1.2 Difficult:***

- The unstable prices of key raw materials directly affect the selling price policy, reducing the initiative in business plans and profits.
- The system of machinery and equipment needs to be periodically maintained and replaced to ensure stable production, maintain product quality and meet the strict standards of the international market.

### **2. Business Plan in 2025:**

#### ***2.1 Business plan targets in 2025:***

<b>Quota</b>	<b>Unit</b>	<b>Implementation in 2024 (1)</b>	<b>Plan in 2025 (2)</b>	<b>Percentage % (2)/(1)</b>
Net revenue	Billion VND	708	870	123%
Profit after tax	Billion VND	100	100	100%

### **3. Operational Orientation:**

#### ***3.1 Regarding business and financial activities:***

- Expand and exploit new and potential markets; maintain and strengthen relationships with traditional customers. Develop flexible pricing and sales policies, suitable for each market to increase competitiveness and expand market share.
- Promote traditional and modern distribution channels, diversify points of sale to increase product coverage and reach consumers quickly.
- Develop comprehensive marketing strategies, focusing on promoting Sa Giang brand on digital platforms and international food events to improve brand recognition and value.
- Closely monitor raw material price fluctuations, analyze demand and choose a reasonable time to buy to optimize costs. At the same time, tighten the management of operating costs, build and monitor debt limits to ensure sustainable financial health.
- Strengthen the application of digital technology in core processes such as financial management, production, logistics and sales.

#### ***3.2 Regarding production and research activities:***

- Put quality criteria as the focus, optimize the production process, effectively operate the new line (especially for rice products), reduce waste and save production costs to increase competitiveness.
- Research and develop innovative formulas, diversify product portfolios to better meet market needs and improve customer experience.
- Develop a system of criteria for evaluating suppliers, ensure the quality of input materials and product safety according to international standards.
- Renovate factories and production lines to meet strict inspection standards from the supermarket system and foreign partners, expand cooperation opportunities with potential new customers.
- Promote innovation and testing of new product lines, catch up with consumer trends and create long-term competitive advantages.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYỄN VĂN KIÊM**

*No. 01/2025/TTr.HDQT*

*Sa Dec City, March 18, 2025*

**REPORT**

*Regarding the approval of the audited 2024 Financial Statements*

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the 2024 Financial Statement of Sa Giang Import Export Corporation which has been audited by PwC Vietnam Co., Ltd.

The audited financial statements for 2024 have been disclosed in accordance with regulations, and have been posted on the website of Sa Giang Import Export Corporation from March 28, 2025, including the following contents:

1. Report of the Board of Directors
2. Independent Audit Report
3. Balance sheet as of 31/12/2024
4. Report on business results in 2024
5. Cash Flow Statement
6. Explanation of financial statements

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYỄN VĂN KIỆM**

*No. 02/2025/TTr.HDQT*

*Sa Dec City, March 18, 2025*

**REPORT**

*Regarding the approval of the profit distribution plan in 2024*

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

Based on the audited 2024 financial statements of Sa Giang Import-Export Joint Stock Company.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the profit distribution plan in 2024 as follows:

<b>1. Profit before CIT in 2024:</b>	<b>VND 119,264,947,840</b>
<b>2. CIT in 2024:</b>	<b>VND 19,066,171,522</b>
<b>3. Profit after CIT in 2024:</b>	<b>VND 100,198,776,318</b>
<b>4. Undistributed profit after tax in previous years:</b>	<b>VND 158,521,129,582</b>
<b>5. Total profit after tax distributed:</b>	<b>VND 258,719,905,900</b>
<b>6. Deduction from the executive board reward fund:</b>	<b>VND 3,800,000,000</b>
<b>7. Dividend distribution at the rate of 10%/ Charter capital:</b>	<b>VND 7,147,580,000</b>
<b>8. Remaining undistributed profit in 2024:</b>	<b>VND 247,772,325,900</b>

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYỄN VĂN KIÊM**

No. 03/2025/TTr.HDQT

Sa Dec City, March 18, 2025

**REPORT**

*Regarding the approval of business plan targets in 2025  
And the investment plan in 2025*

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval as follows:

**1. Business plan targets in 2025:**

Quota	Unit	Implementation in 2024 (1)	Plan in 2025 (2)	Percentage % (2)/(1)
Net revenue	Billion VND	708	870	123%
Profit after tax	Billion VND	100	100	100%

**2. Investment plan in 2025:**

2.1 Results of implementation of the investment plan in 2024:

- The total investment budget in 2024 (including the 2022 and 2023 budgets to be implemented) is: 141.2 billion VND.
- Implemented in 2024 is: VND 28.5 billion
- Continued implementation in 2025 is: 112.7 billion VND

2.2 Investment plan in 2025

- New investment plan in 2025: VND 150.7 billion.

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



*[Handwritten signature]*  
**NGUYỄN VĂN KIÊM**

*No. 04/2025/TTr.HDQT*

*Sa Dec City, March 18, 2025*

## **REPORT**

***Regarding the remuneration of members of the Board of Directors and Controllers in 2025***

### **To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

The Board of Directors (BOD) would like to report the remuneration payment of the Board of Directors and the Supervisory Board (BOS) for the term 2024 according to the Resolution of the Annual General Meeting of Shareholders dated 17/04/2024 of VND 1,612,000,000.

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the remuneration for the Board of Directors and the Supervisory Board for the term of 2025 as follows:

The remuneration of the Board of Directors and the Supervisory Board for the term of 2025 is: 126,000,000 VND/month for 13 months. A total of 1,638,000,000 VND.

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYỄN VĂN KIỆM**

*No: 05/2025/TTr.HĐQT*

*Sa Dec City, March 18, 2025*

**REPORT**

***Regarding the selection of the auditing unit of the 2025 Financial Statements***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders to authorize the Board of Directors to select the following independent auditor for the fiscal year 2025:

<b>Auditing firms</b>	<b>Name abbreviate</b>	<b>Contact Information</b>
PricewaterhouseCoopers Vietnam Co., Ltd.	PwC	Address: 8th Floor, Saigon Tower, 29 Le Duan, District 1, Ho Chi Minh City, Vietnam
Ernst & Young Vietnam Co., Ltd.	E&Y	Address: 2 Hai Trieu, Ben Nghe Street, District 1, Ho Chi Minh City
Deloitte Limited	Deloitte	Address: 18th Floor, Times Square Building, No. 22-36 Nguyen Hue, District 1, Ho Chi Minh City. HCM
KPMG Vietnam Co., Ltd.	KPMG	Address: 10th Floor, Sun Wah Building, No. 115 Nguyen Hue, District 1, Ho Chi Minh City. HCM
A&C Auditing and Consulting Co., Ltd.	A&C	Address: No. 2 Truong Son, Ward 2, Tan Binh, Ho Chi Minh City
Ho Chi Minh City Auditing and Informatics Services Co., Ltd.	AISC	Address: No. 389A Dien Bien Phu, Ward 4, District 3, Ho Chi Minh City

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

**CHAIRMAN OF BOARD OF DIRECTORS**



**NGUYỄN VĂN KIÊM**

*No: 06/2025/TTr.HĐQT*

*Tp Sa Đéc, ngày 18 tháng 03 năm 2025*

## **REPORT**

### ***Regarding the approval of the Regulation on rewards for the Executive Management Board***

#### **To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;
- Pursuant to the Charter of Sa Giang Import-Export Joint Stock Company effective on 11/05/2023.

Based on the production and business plan in 2025 and in order to encourage the Executive Management Board to strive to achieve the set plan. The Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the Bonus Regulation for the Management and Executive Board.

The detailed contents of the Regulation on reward of the Executive Management Board are presented in the appendix attached to this Report. The draft Regulation on remuneration for the Executive Board is attached to the document of the 2025 Annual General Meeting of Shareholders of the Company.

The Regulation on Bonus to the Executive Board will take effect from the date of approval by the General Meeting of Shareholders.

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



*[Handwritten signature]*  
**NGUYỄN VĂN KIÊM**



**REGULATION**  
**EXECUTIVE MANAGEMENT BONUS**  
**SA GIANG IMPORT EXPORT CORPORATION**

*(Promulgated under the Resolution of the General Meeting of Shareholders No. 02/2025/NQ-DHCD dated April 09, 2025)*

**APPLICATION PERIOD: 2025**

**I. DEFINITION AND SOURCE OF FUNDS**

1. The bonus fund of the Executive Management Board of Sa Giang Import Export Corporation shall be submitted by the Board of Directors of the Company to the General Meeting of Shareholders for annual decision on the total bonus amount. The General Meeting of Shareholders authorizes the Board of Directors to decide on the specific level of remuneration for the Executive Management Board based on the business results achieved and the achievements and contributions of each officer and employee.

The bonus levels of the Executive Management Board for 2025 are as follows:

<b>Profit after tax in 2025</b>	<b>Rewards</b>
From 90% of the target (90 billion VND) to 100% of the target (100 billion VND) - Meet high expectations	2.300.000.000 vnd
Above 100% of the target (100 billion VND) or more	The expected high level is above + 20% of the profit exceeding VND 100 billion; but the total amount of rewards achieved and exceeded the plan did not exceed 3.8 billion VND

- Source of funds: Retained profit of the Company
- Bonus period: Annually after the year's business results are available.

**II. CONDITIONS FOR APPLICATION**

- The company achieves at least 90% of the year's after-tax profit target approved by the General Meeting of Shareholders, and/or
- Other applicable conditions as decided by the General Meeting of Shareholders.

**III. SUBJECTS OF APPLICATION**

- The Company's Executive Management Board is eligible for bonus payments from this Bonus Fund including: (1) Executive members of the Board of Directors, and (2) Company managers from Deputy Department or equivalent or higher.
- The specific list will be decided by the Board of Directors.

**IV. ENFORCEMENT EFFECT**

The Regulation on Rewards of the Management Board of Sa Giang Import Export Corporation takes effect from April 9, 2025.

**CHAIRMAN OF BOARD OF DIRECTORS**

**NGUYEN VAN KIEM**

No: 02/2025/NQ-DHCD

Sa Dec City, April 9, 2025

DRAFT

## RESOLUTION

### ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 SA GIANG IMPORT EXPORT CORPORATION



1. Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
2. The Charter of Sa Giang Import Export Corporation was approved by the General Meeting of Shareholders on 11/05/2023;
3. Minutes of the 2025 Annual General Meeting of Shareholders of Sa Giang Import Export Corporation dated April 9, 2025;
4. Minutes of counting votes of the 2025 Annual General Meeting of Shareholders of Sa Giang Import Export Corporation dated April 9, 2025;
- Minutes of vote counting at the 2025 Annual General Meeting of Shareholders of Sa Giang Import Export Corporation on April 9, 2025.

#### RESOLUTION:

- 1. Approve the report of the Board of Directors on the performance in 2024 and the orientation of the operation in 2025**

*Vote in favor: ..... shares, accounting for ..... %*

- 2. Approval of the report of the Supervisory Board in 2024**

*Vote in favor: ..... shares, accounting for ..... %*

- 3. Approved the audited 2024 financial statements**

*Vote in favor: ..... shares, accounting for ..... %*

- 4. Approving the profit distribution plan in 2024**

*Vote in favor: ..... shares, accounting for ..... %*

- 5. Approve the 2025 Business Plan and the 2025 Investment Plan:**

*5.1 Business plan targets in 2024:*

Quota	Unit	Implementation in 2024 (1)	Plan in 2025 (2)	Percentage % (2)/(1)
Net revenue	Billion VND	708	870	123%
Profit after tax	Billion VND	100	100	100%

*5.2 Investment plan in 2025:*

*Vote in favor: ..... shares, accounting for ..... %*

**6. Approving the remuneration of members of the Board of Directors and Controllers in 2025**

*Vote in favor: ..... shares, accounting for ..... %*

**7. Approval of the selection of an Audit Firm for FY 2025**

*Vote in favor: ..... shares, accounting for ..... %*

**8. Approval of the bonus regulation for the Executive Board in 2025**

*Vote in favor: ..... shares, accounting for ..... %*

**9. Implementation of the Resolution**

This Resolution was announced before the Congress at .... hour..... minutes on April 17, 2024 and approved by the 2024 Annual General Meeting of Shareholders.

This Resolution takes effect from **09/04/2025**.

The Board of Directors, the Supervisory Board and the General Director of the Company shall organize and implement the contents of this Resolution.

**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Recipient:**

- SSC;
- Hanoi Stock Exchange;
- Website Sa Giang;
- Save.

**NGUYEN VAN KIEM**

*Sa Dec City, March 14, 2025*

**WORKING REGULATIONS AND VOTING RULES**  
**AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**SA GIANG IMPORT EXPORT CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14;
- Pursuant to the Charter of organization and operation of Sa Giang Import Export Corporation approved by the General Meeting of Shareholders on 11/05/2023;

In order to organize the 2025 Annual General Meeting of Shareholders (AGM) of Sa Giang Import Export Corporation in accordance with the law. The Organizing Committee of the General Meeting would like to report to the General Meeting of Shareholders on the working regulations and voting rules at the General Meeting as follows:

**I. VOTING TO APPROVE THE CONTENTS AT THE CONGRESS**

**1. Principle:** All issues on the agenda of the General Meeting must be approved by voting of shareholders. Each shareholder attending the General Meeting is issued **one (01) Voting Card** and **one (01) Voting Sheet**, which contains the full name, shareholder ID, number of shares with voting rights of shareholders, and the hanging seal of Sa Giang Import Export Corporation.

a) Voting cards used to vote on other contents at the Congress such as working regulations and voting rules, meeting agenda, Chairman of the Delegation, Vote Counting Committee, Secretariat of the Congress, Minutes and Resolution of the Congress and a number of contents arising at the Congress that need to be agreed upon shall be voted on through the Voting Card. The results are taken according to the majority opinion and announced by the Organizing Committee of the Congress immediately after voting on each content.

b) Ballot papers shall be used to vote on the contents of the Reports and Submissions at the Congress. The voting result is calculated according to the percentage between the total number of shares of the valid votes and the total number of shares of all shareholders and representatives of shareholders attending the meeting.

- Invalid voting papers are: Votes that do not follow the form, do not have the company's hanging seal; Slips are torn, bricked, erased, corrected pre-printed contents, write other information, add symbols; The ticket does not have the signature of the shareholder/shareholder's representative; The ballot is not marked or two or more boxes are marked for all voting contents. If the vote contains many different opinions in the same voting content, that voting part is invalid; The voting on each content to be approved in the ballot paper is independent of each other and the validity of the voting part of this content does not affect the validity of other voting contents.

- Valid voting votes are: Votes according to the form issued by the Organizing Committee and bearing the seal of the Company; The slip is not torn, bricked, erased or repaired; The ballot must not contain other information, symbols and must be signed by the delegates on the ballot papers, the voting contents (submissions, reports) are valid when the delegates mark to choose one (01) of the three (03) voting squares: *approve, disagree, No Comments*

**2. How to vote**

a) Voting cards: Shareholders vote by holding up their voting cards. When voting, the front of the Ballot Card must be directed towards the Chairman of the Delegation.

b) Voting Papers: Shareholders vote on an issue by filling in the Voting Papers. Shareholders choose to mark "X" or "✓" in the box of their choice (*approve or disagree or have no opinion*).

### **3. Summarizing the results:**

Contents submitted to the General Meeting shall be approved upon approval of shareholders with voting rights present in person or through authorized representatives present at the General Meeting at the rate prescribed in the Company's Charter and the provisions of the Law on Enterprises.

## **II. SPEAKING AT THE CONGRESS**

**1. Principles:** Shareholders attending the General Meeting who wish to express their opinions must obtain the consent of the Presidium.

**2. Method of speech:** Shareholders choose the form of speech as follows:

a) Shareholders speak directly before the General Meeting.

b) Shareholders shall write a summary of the speech contents in **the "Speech Registration Form"** and forward it to the Chairman of the Youth Union.

The Presidium considers and arranges for shareholders to speak in the order of registration, and at the same time answers questions of shareholders.

## **III. RESPONSIBILITIES OF SHAREHOLDERS**

**1.** Present your ID card/passport (if you have foreign nationality), meeting invitation letter (or power of attorney to attend the meeting) at the reception desk.

**2.** Maintain order during meeting hours and do not smoke in the meeting room.

**3.** To comply with the administration of the President, to speak only with the consent of the President.

## **IV. RESPONSIBILITIES OF THE PRESIDENCY**

**1.** To administer the congress according to the programs and regulations approved by the congress. The Presidium works according to the principle of democratic centralization and majority decision-making.

**2.** To submit the draft and necessary contents for the Congress to vote.

**3.** To guide delegates attending the congress to discuss and vote on issues in the congress program and related issues during the congress.

**4.** To answer the issues requested by the Congress.

**5.** To settle issues arising (if any) during the course of the Congress.

## **V. RESPONSIBILITIES OF THE SECRETARY**

**1.** Record the minutes of the congress in a complete and truthful manner of the contents of the congress and approve the minutes at the congress.

**2.** Drafting and approving resolutions at the Congress.

## **VI. RESPONSIBILITIES OF THE VOTE COUNTING BOARD**

**1.** Instructions on how to record the ballot papers.

**2.** Organization of vote counting

**3.** To announce the voting results before the Congress according to each content.

Above are the Working Regulations and voting rules at the 2025 Annual General Meeting of Shareholders of Sa Giang Import Export Corporation.

Respectfully submitted to the General Assembly for approval.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYỄN VĂN KIÊM**

CÔNG TY CP XNK SA GIANG  
SA GIANG IM-EX CORPORATION

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
SOCIALIST REPUBLIC OF VIETNAM

Độc lập – Tự do – Hạnh phúc  
Independence – Freedom – Happiness



**GIẤY ĐĂNG KÝ HOẶC ỦY QUYỀN THAM DỰ  
ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025**

**(REGISTRATION OR AUTHORIZATION TO ATTEND ANNUAL GENERAL MEETING OF  
SHAREHOLDERS IN 2025)**

Kính gửi: Công ty Cổ phần XNK Sa Giang  
To: Sa Giang Import Export Corporation

Tên cổ đông/ Shareholder Name: .....

Người đại diện theo pháp luật (đối với tổ chức)/ Legal representative (for organizations):  
.....

No. Căn cước công dân (Citizen identification number)/ CNDKDN (Business Registration

Certificate: .....cấp ngày (Issue Date) .....tại/ at: .....

Địa chỉ/ Address: .....

Tổng số cổ phần đại diện hoặc sở hữu/ Total number of shares represented or owned: ..... **cổ  
phần**

Cổ đông chọn 1 trong 2 mục dưới đây, đánh dấu vào ô thích hợp/ Shareholders select 1 of the 2  
items below, tick the appropriate box:

1. **ĐĂNG KÝ DỰ HỌP/ REGISTER FOR THE MEETING**

2. **ỦY QUYỀN CHO CÁ NHÂN, TỔ CHỨC DƯỚI ĐÂY/ AUTHORIZATION FOR THE  
FOLLOWING INDIVIDUALS AND ORGANIZATIONS**

Tên cá nhân, tổ chức/ Name of individual or organization: .....

No. Căn cước công dân (Citizen identification number)/ CNDKDN (Business Registration

Certificate ..... cấp ngày (Issue Date) ..... Nơi cấp/ Place of issue .....

Địa chỉ/ Address: .....

Số cổ phần ủy quyền/ Number of Authorized Shares: .....

Người được ủy quyền tham dự (nếu bên được ủy quyền là tổ chức)/ Authorized person to attend (if  
the authorized party is an organization) .....

**Nội dung ủy quyền/ Authorization content:**

- Bên nhận ủy quyền được đại diện cho Bên ủy quyền tham dự và thực hiện quyền biểu quyết đối  
với các vấn đề tại Đại hội cổ đông thường niên năm 2025 để thực hiện quyền lợi và nghĩa vụ của cổ  
đông liên quan đến số cổ phần được ủy quyền/ The authorized party may represent the authorized

party to attend and exercise the right to vote on matters at the 2025 Annual General Meeting of Shareholders to exercise the rights and obligations of shareholders related to the number of authorized shares.

- Bên ủy quyền hoàn toàn chịu trách nhiệm về việc ủy quyền này và cam kết tuân thủ các quy định hiện hành của pháp luật và của Điều lệ Công ty cổ phần XNK Sa Giang và không có bất kỳ sự khiếu nại nào về sau/ *The Authorized Party is fully responsible for this authorization and commits to comply with the current provisions of the law and the Charter of Sa Giang Import Export Corporation and does not have any complaints thereafter.*

**Lưu ý/ Note:**

\* Bên nhận ủy quyền không được ủy quyền lại cho người khác và phải mang theo Thẻ căn cước/Hộ chiếu khi đi dự họp/ *The authorized party is not allowed to re-authorize another person and must bring an ID Card/Passport when attending the meeting.*

\* Giấy ủy quyền chỉ có giá trị khi là Giấy ủy quyền bản chính và có chữ ký sống của 2 bên; nếu là tổ chức phải có chữ ký của đại diện theo pháp luật và dấu của tổ chức/ *A power of attorney is only valid when it is an original power of attorney and has the living signatures of 2 parties; if it is an organization, it must have the signature of the representative at law and the seal of the organization.*

....., ngày ..... tháng .... năm 2025  
....., day..... month.... year 2025

**Cổ đông/Bên ủy quyền**

***Shareholders/Authorized Parties***

*(Ký và ghi rõ họ tên, đóng dấu nếu có)*

*(Sign and clearly write your full name, affix a seal if any)*

**Bên nhận ủy quyền**

***Authorized party***

*(Ký và ghi rõ họ tên, đóng dấu nếu có)*

*(Sign and clearly write your full name, affix a seal if any)*