SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: Al6../CBTT-SZG

Dong Nai, April 18, 2025

DISCLOSURE OF INFORMATION

Dear: - The State Securities Commission of Vietnam;

- The Hanoi Stock Exchange.

- Organization Name: SONADEZI GIANG DIEN SHAREHOLDING COMPANY
- Stock symbol: SZG
- Address: No. 1, Road 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province
- Telephone: (0251) 38333 88
- Fax:(028) (0251) 38333 99
- Email: szg@sonadezi-giangdien.vn

Content of the disclosed information:

The Resolution, Meeting Minutes and Meeting Documents approved by the Annual General Meeting of Shareholders 2025.

This information has been published on the Company's website on the same day at the following link: http://www.sonadezi-giangdien.vn/quan-he-co-dong/thong-tin-co-phieu

Attached Documents:

- Resolution No ASS /NQ-SZG dated 18/04/2025;
- Minutes of the Annual General Meeting of Shareholders 2025;
- Meeting documents of the Annual General Meeting of Shareholders 2025 that have been approved.

Sonadezi Giang Dien Shareholding Company commits that the disclosed information above is true and fully accepts legal responsibility for the content of the information disclosed./

Sincerely.

Recipients

As above:

- File: Board of Directors Office

GENERAL DIRECTOR

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CÓ PHÂN SONADEZI

GIANG BIEN

Toang Sy Quyet

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No: ASS.../NQ-SZG

Dong Nai, April 18, 2025

RESOLUTION

Annual General Meeting of Shareholders 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;

Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;

Pursuant to the rights and duties of the General Meeting of Shareholders of Sonadezi Giang Dien Shareholding Company as stipulated in the Company Charter;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 of Sonadezi Giang Dien Shareholding Company;

Pursuant to the vote counting minutes and ballots from the Annual General Meeting of Shareholders 2025,

RESOLUTION:

Article 1. The Annual General Meeting of Shareholders 2025 of Sonadezi Giang Dien Shareholding Company has voted to approve the following contents:

- 1. Approval of Report No. 180/BC-SZG dated 28/03/2025 on the business production results in 2024 and the business production plan for 2025, with the following main contents:
 - Business results in 2024:

Unit: million VND

No.	Indicator	FY 2024		Actual vs Plan
		Plan	Actual	(%)
1	Total Revenue	417,177	463,077	111.00%
2	Profit after tax	122,425	184,865	151.00%
3	Taxes and Other Payables to the State Budget	33,131	74,771	225.68%
4	Return on Equity (%)	20.21 %	29.81%	147.50%
5	Dividend (%)	15 %	15 %	100.00 %



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No.	Indicator	Actual 2024	Plan 2025	% Plan 2025 compared to Actual 2024
1	Total Revenue	463,077	483,332	104.37%
2	Profit after tax	184,865	172,038	93.06%
3	Taxes and Other Payables to the State Budget	74,771	77,953	104.25%
4	Return on Equity (%)	29.81%	26.66%	89.43%
5	Dividend (%)	15 %	15 %	100.00 %

- 2. Approval of Report No. 181/BC-SZG-HĐQT dated 28/03/2025 on the activities of the Board of Directors in 2024 and the activity plan for 2025.
- 3. Approval of Report No. 03/BKS dated 28/03/2025 on the inspection and control of the business production activities in 2024 Sonadezi Giang Dien Shareholding Company.
- 4. Approval of Proposal No. 182/TTr-SZG dated 28/03/2025, regarding the 2024 Financial Statements of Sonadezi Giang Dien Shareholding Company, audited by A&C Auditing And Consulting Company Limited.
- 5. Approval of Proposal No. 183/TTr-SZG dated 28/03/2025 regarding the settlement of remuneration for 2024 and the plan for the remuneration and operational expenses for 2025 of the Board of Directors and the Board of Supervisors.
 - 5.1 Settlement of remuneration for 2024 for the Board of Directors and the Board of Supervisors:

Unit: VND

No.	Content	Remuneration Paid in 2024	
	Chairwonman of the Board of Directors	504,000,000	
-	Members of the Board of Directors (01 person)	120,000,000	
-	Members of the Board of Directors (05 people)	384,000,000	
2	Remuneration for the Board of Supervisors:	192,000,000	
-	Head of the Board of Supervisors (02 people)	96,000,000	
-	Members of the Board of Supervisors (02 people)	96,000,000	
	Total Remuneration	696,000,000	

- Planned remuneration for 2024: 1,346,675,000 VND.
- Approved remuneration according to the Resolution of the General Meeting of Shareholders 2024: 1,616,010,000 VND.
- Remaining supplementary remuneration to be paid: 920,010,000 VND.
- 5.2 Remuneration and Bonus plan for the Board of Directors and the Board of Supervisors:

Unit: VND

No.	Content	Plan 2025
1	Total Remuneration Fund Plan for 2025 (1% of Profit After Tax)	1,720,380,000 VND
2	Provisional monthly payment:	
•	Provisional monthly remuneration for the Chairwonman of the Board of Directors	10,000,000 VND/person/month
-	Provisional monthly remuneration for Members of the Board of Directors	8,000,000 VND/person/month
-	- Provisional monthly remuneration for the Head of the Board of Supervisors 8,000,000 VND/pe	
-	Provisional monthly remuneration for Members of the Board of Supervisors	4,000,000 VND/person/month

5.3 Operating Budget for 2025 of the Board of Directors and the Board of Supervisors:

- Board of Directors:

50,000,000 VND.

- Board of Supervisors:

25,000,000 VND.

Based on the business results in 2025, the actual remuneration fund for the Board of Directors and the Board of Supervisors will be settled at 1% of the actual profit after tax (but not exceeding 1.2% of the planned profit after tax).

 Approval of Proposal No. 184/TTr-SZG dated 28/03/2025 regarding the distribution of after-tax profit for 2024 as follows:

(Unit: VND)

No.	Indicator	Percentage	FY 2024
1	Profit After Tax in 2024		184,865,289,995
2	Allocation to funds	33.3%	61,617,670,699
a	Development Investment Fund	30.0%	55.459.586.999

No.	Indicator	Percentage	FY 2024
b	Reward and Welfare Fund for Employees	2.0%	3,697,305,800
In	Reward Fund for Employees		1,848,652,900
which	Welfare Fund for Employees		1,848,652,900
С	Social Welfare Fund – Community	1.0%	1,848,652,900
d	Manager Reward Fund	0.3% of the planned Profit After Tax (LNST) + 1% of the excess Profit After Tax (EAT) beyond the plan (The total allocation for the reward fund for managers should not exceed 0.5% of the planned Profit After Tax - EAT).	612,125,000
3	Remaining Profit after Fund Allocations		123,247,619,296
4	Retained earnings accumulated to the end of the previous period	×	107,737,994,167
5	Total Remaining Profit		230,985,613,463
6	Dividend Distribution (15% of Charter Capital)		82,347,000,000
7	Remaining Profit Carried Forward to Next Year		148,638,613,463

7. Approval of Proposal No. 185/TTr-SZG dated 28/03/2025 regarding the distribution of after-tax profit and the dividend payout ratio for the years 2024 and 2025.:

No.	Indicator	Fund Allocation Rate
1 Investment and development fund 30% of act		30% of actual Profit After Tax
2	Reward and Welfare Fund for Employees 1% of actual Profit A	
3 Social Welfare Fund – Community 0.1% of actual Profit A		0.1% of actual Profit After Tax

4	Manager Reward Fund	 If actual Profit After Tax ≤ planned Profit After Tax: 0.3% of actual Profit After Tax If actual Profit After Tax > planned Profit After Tax: 0.3% of planned Profit After Tax + 1% of the excess Profit After Tax (the total allocation for the manager reward fund should not exceed 0.5% of planned Profit After Tax)
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- The expected dividend payout ratio for 2025 is 15% of the charter capital.
- 8. Approval of the authorization for the Board of Directors to select one of the three audit firms from the list below to audit the financial statements for 2024:
 - A&C Auditing And Consulting Company Limited
 - Rsm Vietnam Auditing & Consulting Company Limited
 - Vaco Auditing Company Limited
- 9. Approval of the dismissal of Mrs. Nguyen Thi Huyen Trang from the position of Member of the Board of Supervisors for the second term (2022-2027), effective from 18/04/2025.
- 10. Approval of the results of the supplementary election of a Member of the Board of Supervisors for the remaining period of the second term (2022-2027):

The results of the election of the Board of Supervisors members are as follows:

The elected member of the Board of Supervisors is Mrs. Trinh Thi Hoa

11. Approval of the amendments and supplements to the Company Charter, Internal Regulations on Corporate Governance, and the Regulations on the Operation of the Board of Directors.

(The amended Company Charter is attached)

(The amended Internal Regulations on Corporate Governance are attached)

(The amended Regulations on the Operation of the Board of Directors are attached)

Article 2. This resolution takes effect from 18/04/2025. The Board of Directors, the Board of Supervisors, the General Director, and other relevant individuals and units are responsible for implementing this resolution.

Recipients: 🎺

- As per Article 2;

- File: Office, Board of Directors.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS CHARWOMAN OF THE BOARD OF DIRECTORS

CÔNG TY
CỔ PHẨN

GIANG ĐIỀN

Nguyen Thi Hanh



SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Sonadezi Giang Dien Shareholding Company

Enterprise Registration Certificate No. 3603474037 issued by the Department of Planning and Investment of Dong Nai Province, first issued on 01/7/2017, and amended for the third time on 22/12/2024.

Company's headquarters: No. 1, Road 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.

I. TIME AND LOCATION

- Time: Starting at 8:00 AM on April 18, 2025.
- Địa điểm: Hall 3.18, Sonadezi Building, No. 1, Road 1, Bien Hoa 1 Industrial Park,
 An Binh Ward, Bien Hoa City, Dong Nai Province.

II. ATTENDEES

Shareholders and their authorized representatives:

- The total number of shareholders as of the list closing on 20/3/2025, is 144 shareholders, holding 54,898,000 shares, including 06 institutional shareholders
- In total, there are 13 shareholders and proxies attending the meeting, owning 53,120,800 shares, accounting for 96.76% of the total shares with voting rights of the Company. Therefore, the Annual General Meeting of Shareholders 2025 of the Company meets the requirements to proceed according to the provisions of the Enterprise Law, the Company's Charter, and relevant regulations.

III. EXECUTIVE PERSONNEL AND WORKING REGULATIONS

1. Executive Personnel for the General Meeting.

The General Meeting of Shareholders voted 100% in favor of the list of the Presiding Committee, Secretary Committee, and Vote Counting Committee for the meeting as follows:

Presiding Committee:

- Mrs. Nguyen Thi Hanh
- Chairwoman of the Board of Directors, the Chairperson of the meeting
- Mr. Hoang Sy Quyet
- General Director of the Company

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Secretary Committee:

- Mrs. Dau Thi Ngoc Ha
- Mrs. Ta Thao Linh

Vote Counting Committee:

Mrs. Nguyen Thi Mai Quynh
 Head of the Committee

Mr. Luong Anh Tu
 Member

Mr. Tran Viet Long
 Member

2. Working Regulations and Meeting Agenda.

2.1 Working Regulations.

Mr. Nguyen Ba Quyet, on behalf of the Organizing Committee, reported and sought shareholders' opinions on the Working Regulations, which have been published on the Company's website and printed in the Annual General Meeting materials.

Mrs. Nguyen Thi Hanh conducted a vote at the General Meeting regarding the approval of the Working Regulations.

The General Meeting of Shareholders approved the "Working Regulations" with 100% of the votes in favor.

2.2 Meeting Agenda.

Mrs. Nguyen Thi Hanh presented the meeting agenda as disclosed and sent to shareholders in the meeting materials.

The shareholder group, including Mrs. Nguyen Thi Hanh, Mr. Ngo Xuan Quang, and Mrs. Trinh Thi Hoa, representing 25,500,000 shares of Sonadezi Corporation, accounting for 46.45% of the total shares of the Company, proposed to add an content related to the Company's business plan for 2025. Specifically, the proposal was to include a presentation for the General Meeting to consider and decide on the policy of business cooperation regarding the investment and development of infrastructure in the Phuoc Binh Industrial Zone.

Mr. Hoang Sy Quyet proposed that the Board of Supervisors, based on the current legal regulations, provide their opinion on the proposal from the shareholder group.

Mr. Tran Viet Long, a member of the Board of Supervisors, commented that any changes to the meeting agenda should be based on the provisions of Article 142 of the Enterprise Law and Article 16 of the Company's Charter, specifically as follows.

According to Clause 2, Article 142 of the Enterprise Law 59/2020/QH14, "Shareholders or shareholder groups mentioned in Clause 2, Article 115 of this Law have the right to propose issues to be included in the General Meeting agenda. The proposal must be in writing and sent to the company no later than 3 working days before the opening day."

According to Clause 4, Article 16 of the Company's Charter, "Proposals to change the meeting agenda by shareholders must be sent to the company in writing no later than 5 working days before the opening of the General Meeting of Shareholders."

Based on these two references, the proposal from the shareholder group does not comply with the provisions of the Enterprise Law and the Company's Charter. Therefore, it is suggested that the General Meeting maintain the original agenda as previously disclosed to shareholders.

Mrs. Dau Thi Ngoc Ha, the Company's administrator, based on the legal regulations cited by Mr. Tran Viet Long, confirmed that any change to the meeting agenda must be submitted in writing to the company no later than 5 working days before the opening of the General Meeting of Shareholders. Therefore, the proposed change to the meeting agenda does not comply with legal requirements.

Mrs. Nguyen Thi Huyen Trang asked Mr. Ngo Xuan Quang to further explain the reason for requesting the addition of the issue related to the business cooperation and investment in the Phuoc Binh Industrial Zone to the agenda of the Annual General Meeting 2025.

Mr. Ngo Xuan Quang explained the reason for adding the content to the meeting agenda regarding the consideration and decision on the business cooperation policy for the investment and development of infrastructure in the Phuoc Binh Industrial Zone. He stated that this cooperation has a significant impact on the Company's business plan for 2025, and shareholders have the right to contribute their opinions during the General Meeting of Shareholders.

Mrs. Nguyen Thi Huyen Trang approved Mr. Ngo Xuan Quang's explanation and agreed with his view that issues related to business cooperation and investment in the Phuoc Binh Industrial Zone fall under the authority of the General Meeting of Shareholders to consider, decide, and approve. In addition to the comments from Mr. Tran Viet Long and Mrs. Dau Thi Ngoc Ha regarding the related regulations, which show that the proposal to add the business cooperation and investment in Phuoc Binh Industrial Zone to the agenda of the Annual General Meeting 2025 does not comply with the regulations, I propose a review of shareholders' rights to express their opinions directly during the General Meeting. The issue of business cooperation in the Phuoc Binh Industrial Zone is critical for SZG, as it directly impacts the Company's production plan for 2025 and the development direction of SZG (according to points a, Clause 1, 2, Article 14 of the current SZG Charter). This could affect the interests of SZG shareholders. Therefore, I suggest that the Presiding Committee and the relevant departments provide advice to the Presiding Committee and all attending shareholders to consider finding a way to bring this issue to the General Meeting of Shareholders for review (in compliance with relevant legal regulations). If it cannot be addressed in this meeting, consideration can be given to organizing an extraordinary General Meeting or another appropriate method to allow the General Meeting of Shareholders of SZG

to review, consider, and decide on matters within its authority related to the business cooperation and investment in the Phuoc Binh Industrial Zone in 2025.

Shareholder Trinh Cuong, with shareholder code 108 and 16,500 shares, agreed not to include the Phuoc Binh issue in the meeting agenda but requested the Presiding Committee to include this content for discussion during the meeting.

Mr. Tran Hoai Nam suggested that the Presiding Committee manage the General Meeting in accordance with legal regulations. If 100% of the shareholders with voting rights agree, the Presiding Committee can add the content to the agenda. If at least one shareholder disagrees or abstains, the Presiding Committee should continue with the meeting agenda as stipulated in the Company's Charter.

Mrs. Nguyen Thi Hanh conducted a vote regarding the proposed change to the meeting agenda by the shareholders.

After the vote counting committee completed their work, Mrs. Nguyen Thi Mai Quynh reported the results as follows:

The percentage of votes in **approval** of changing the meeting agenda accounted for 49.48% of the votes with voting rights.

The percentage of votes in **disapproval** of changing the meeting agenda accounted for 0.29% of the votes with voting rights.

The percentage of votes **abstaining** on the agenda change accounted for 50.23% of the votes with voting rights.

IV. CONTENTS OF THE GENERAL MEETING

- 1. The General Meeting of Shareholders listened to the presentation, discussed, contributed ideas, and voted on the following contents:
 - 1.1 Report on business results in 2024 and business plan for 2025;

The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

1.2 Report on the Board of Directors activities in 2024 and business plan for 2025;

The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

1.3 Report on the Board of Supervisors;

The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

1.4 Audited Financial Statements 2024;

The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

1.5 Proposal on the approval of remuneration payment in 2024, remuneration plan and operating budget for 2025 of the Board of Directors and Board of Supervisors;

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The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

1.6 Proposal on the after-tax profit distribution plan for 2024.

The shareholder group, including Mrs. Nguyen Thi Hanh, Mr. Ngo Xuan Quang, and Mrs. Trinh Thi Hoa, representing 25,500,000 shares of Sonadezi Corporation, accounting for 46.45% of the total shares of the Company, proposed to amend the proposal regarding the distribution of after-tax profit for 2024 with a dividend payout ratio of 42%.

Mrs. Nguyen Thi Hanh asked the shareholders for their opinion on whether to amend or keep the original content of the proposal for the 2024 profit distribution plan.

Mrs. Nguyen Thi Mai Quynh, the head of the vote counting committee, reported the vote results as follows:

Regarding the proposal to keep the original content of the proposal on the distribution of after-tax profit for 2024 (with a dividend payout ratio of 15%)

The number of votes in **approval**: 26,822,400 shares, accounting for 50.493% of the votes with voting rights.

The number of votes in **disapproval**: 26,297,800 shares, accounting for 49.506% of the votes with voting rights.

The number of votes **abstaining:** 600 shares, accounting for 0.001% of the votes with voting rights.

Regarding the proposal to amend the content of the proposal on the distribution of after-tax profit for 2024 by adding the dividend payout ratio of 42%

The number of votes in **approval**: 26,298,400 shares, accounting for 49.51% of the votes with voting rights.

The number of votes in **disapproval**: 26,822,400 shares, accounting for 50.49% of the votes with voting rights.

The number of votes **abstaining**: 0 shares, accounting for 0% of the votes with voting rights.

After the vote, the General Meeting of Shareholders agreed **not** to amend the proposal and proceeded to vote on the proposal as previously disclosed and sent to shareholders.

Regarding the proposal on the distribution of after-tax profit for 2024**

The number of votes in **approval**: 26,855,600 shares, accounting for 50.56% of the total shares with voting rights.

The number of votes in **disapproval**: 26,265,200 shares, accounting for 49.44% of the total shares with voting rights.

The number of votes **abstaining**: 0 shares, accounting for 0% of the total shares with voting rights.

1.7 Proposal on the profit distribution plan and dividend rate for 2025.

The shareholder group, including Mrs. Nguyen Thi Hanh, Mr. Ngo Xuan Quang, and Mrs. Trinh Thi Hoa, representing 25,500,000 shares of Sonadezi Corporation, accounting for 46.45% of the total shares of the Company, proposed to amend the proposal regarding the distribution of after-tax profit and the dividend payout plan for 2025 by adding a dividend payout ratio of 21.5% for 2025.

Mrs. Nguyen Thi Hanh asked the shareholders for their opinion on whether to keep the original proposal and add the content regarding the distribution of profit and dividend payout ratio for 2025 as proposed by the shareholder group.

Mrs. Nguyen Thi Mai Quynh, the head of the vote counting committee, reported the vote results as follows:

Regarding the proposal to keep the original content of the proposal on the distribution of after-tax profit and the dividend payout ratio for 2025 (with a dividend payout ratio of 15%)

The number of votes in **approval:** 26,822,400 shares, accounting for 50.493% of the votes with voting rights.

The number of votes in **disapproval:** 26,297,800 shares, accounting for 49.506% of the votes with voting rights.

The number of votes **abstaining:** 600 shares, accounting for 0.001% of the votes with voting rights.

Regarding the proposal to amend the content of the proposal on the distribution of after-tax profit and the dividend payout ratio for 2025 by adding a dividend payout ratio of 21.5%

The number of votes in **approval**: 26,298,400 shares, accounting for 49.507% of the votes with voting rights.

The number of votes in **disapproval**: 26,822,400 shares, accounting for 50.493% of the votes with voting rights.

The number of votes **abstaining:** 0 shares, accounting for 0% of the votes with voting rights.

After the vote, the General Meeting of Shareholders agreed **not** to amend the proposal and proceeded to vote on the proposal as previously disclosed and sent to shareholders.

Regarding the proposal on the distribution of after-tax profit and the dividend payout ratio for 2025

The number of votes in **approval**: 26,855,600 shares, accounting for 50.56% of the total shares with voting rights.

The number of votes in **disapproval:** 26,265,200 shares, accounting for 49.44% of the total shares with voting rights.

The number of votes **abstaining**: 0 shares, accounting for 0% of the total shares with voting rights. .

1.8 Proposal on the selection of an auditor for the Financial Statements in 2025.

The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

1.9 Proposal on the dismissal and additional election of a member of the Board of Supervisors for the remaining period of Term II (2022-2027).

The number of shares voting in **approval** is: 53,120,800 shares, accounting for 100% of the total shares with voting rights.

The number of shares voting in **disapproval** is: 0 shares, accounting for 0% of the total shares with voting rights.

The number of votes **abstaining** is: 0 shares, accounting for 0% of the total shares with voting rights.

The election results for the Board of Supervisors members are as follows:

- + The candidate elected to supplement the Board of Supervisors: **Mrs. Trinh Thi Hoa**, with 13 votes representing 53,120,800 shares, accounting for 100% of the votes with voting rights.
- + The Board of Supervisors held a meeting and elected **Mrs. Trinh Thi Hoa** as the Head of the Board of Supervisors for the remaining term of the second tenure (2022-2027).
- 1.10 Proposal on Amending and Supplementing the Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors of Sonadezi Giang Dien Shareholding Company

The shareholder group, including Mrs. Nguyen Thi Hanh, Mr. Ngo Xuan Quang, and Mrs. Trinh Thi Hoa, representing 25,500,000 shares of Sonadezi Corporation, accounting for 46.45% of the total shares of the Company, proposed to keep the existing provision of Clause 2, Article 4 of the Operating Regulations of the Board of Directors of the Company as per the current regulations, and disagreed with adding the content "Provide feedback within 15 days from the date of receiving the documents/files for the Board of Directors' opinion in writing."

Mrs. Nguyen Thi Hanh asked shareholders for their opinion on whether to maintain the original content of the proposal on amending and supplementing the Charter, internal corporate governance regulations, and the operating regulations of the Board of Directors of Sonadezi Giang Dien Shareholding Company, or to amend the proposal as suggested by the shareholder group, keeping Clause 2, Article 4 of the Operating Regulations of the Board of Directors unchanged.

Mrs. Nguyen Thi Mai Quynh, head of the vote counting committee, reported the vote results as follows:

Regarding the proposal to keep the original content of the proposal on amending and supplementing the Charter, internal corporate governance regulations, and the operating regulations of the Board of Directors of Sonadezi Giang Dien Shareholding Company

The number of votes in **approval:** 26,839,500 shares, accounting for 50.53% of the votes with voting rights.

The number of votes in **disapproval:** 26,281,300 shares, accounting for 49.47% of the votes with voting rights.

The number of votes **abstaining:** 0 shares, accounting for 0% of the votes with voting rights.

Regarding the proposal to amend the content of the proposal on amending and supplementing the Charter, internal corporate governance regulations, and the operating regulations of the Board of Directors of Sonadezi Giang Dien Shareholding

Company, disagreeing with adding the content "Provide feedback within 15 days from the date of receiving the documents/files for the Board of Directors' opinion in writing"

The number of votes in **approval**: 26,281,300 shares, accounting for 49.47% of the votes with voting rights.

The number of votes in **disapproval**: 26,839,500 shares, accounting for 50.53% of the votes with voting rights.

The number of votes **abstaining:** 0 shares, accounting for 0% of the votes with voting rights.

After the vote, the General Meeting of Shareholders agreed not to amend the proposal and proceeded to vote on the proposal as previously disclosed and sent to shareholders.

1.10.1 The number of shares voting in approval of the amendment and supplementation of the Charter, internal corporate governance regulations, as outlined in the proposal previously disclosed and sent to shareholders:

The number of votes in **approval:** 53,120,800 shares, accounting for 100% of the votes with voting rights.

The number of votes in **disapproval:** 0 shares, accounting for 0% of the votes with voting rights.

The number of votes **abstaining:** 0 shares, accounting for 0% of the votes with voting rights.

1.10.2 The number of shares voting in approval of the amendment and supplementation of the **Operating Regulations of the Board of Directors** of the Company, as outlined in the proposal previously disclosed and sent to shareholders:

The number of votes in **approval**: 26,855,600 shares, accounting for 50.56% of the votes with voting rights.

The number of votes in **disapproval:** 26,265,200 shares, accounting for 49.44% of the votes with voting rights.

The number of votes **abstaining:** 0 shares, accounting for 0% of the votes with voting rights.

The representative of the Secretariat presented the draft Resolution and the draft Minutes of the General Meeting of Shareholders.

2. Approval of the Resolution and the Minutes of the General Meeting of Shareholders

The General Meeting of Shareholders unanimously voted 100% in favor of the Minutes and the Resolution of the Annual General Meeting of Shareholders 2025.

The Annual General Meeting of Shareholders 2025 of Sonadezi Giang Dien Shareholding Company ended at 14 hours 00 minutes on the same day.

The Resolution and the Minutes of the Annual General Meeting of Shareholders 2025 will be posted on the electronic information page of at www.sonadezi-giangdien.vn within 24 hours from the end of the meeting.

ON BEHALF OF THE SECRETARY COMMITTEE OF THE GENERAL MEETING

HEAD OF THE COMMITTEE

Dau Thi Ngoc Ha

ON BEHALF OF THE PRESIDING COMMITTEE OF THE GENERAL MEETING

34740 CHAIRPERSON

CÔNG TY CỔ PHẨN

GIANG ĐIỀN

Nguyen Thi Hanh



SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No: 128.../TM-SZG-HĐQT

Dong Nai, March & 2025

INVITATION Annual General Meeting of Shareholders – 2025

To: Shareholders of Sonadezi Giang Dien Shareholding Company

- Company Name: Sonadezi Giang Dien Shareholding Company
- Address: No.1, Road No.1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.
- Enterprise Registration Certificate No.3603474037 issued by Dong Nai Province Department of Planning and Investment.

- Phone: 0251.3833388

Fax:0251.3833399

- E-mail: szg@sonadezi-giangdien.vn

Website: www.sonadezi-giangdien.vn

According to the Charter of Sonadezi Giang Dien Shareholding Company, The Board of Directors respectfully invites shareholders to attend the Annual General Meeting of Shareholders - 2025, with the following details:

- 1. Time: 8:00 AM, Friday, April 18th, 2025
- 2. Location: Meeting Room 3.18, Sonadezi Building, No.1, Road No.1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province

3. Contents:

The Contents and Documents of the Annual General Meeting of Shareholders – 2025 will be uploaded to our website: www.sonadezi-giangdien.vn from date March 28th, 2025, and printing documents will also be provided upon attendance.

4. Registration for Attendance:

To facilitate well-organized arrangements, shareholders are kindly requested to confirm their attendance at Sonadezi Giang Dien Shareholding Company or submit the attached Registration/Power of Attorney Form to the below Company's address before April 11th, 2025.

5. Authorisation Attendance at The Meeting:

If Shareholders authorise another person to attend the meeting, please fill out the Authorisation Attendance Form or a separate power to authorise document under Civil Law, and send the signed form to the address below before April 11th, 2025, or present it when the Authorised Person attends the meeting.

(Note: The Authorisation Attendance form must clearly state the name of the authorised individual or organisation and must include the number of authorised shares. In case of receiving authorisation from an organisational shareholder, the authorisation letter must have the seal of the authorising organisation.)

6. Address for sending documents and supporting further information:

- Sonadezi Giang Dien Shareholding Company
- Address: No.1, Road No.1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province.

- Tel: (+84 251) 3833388

-Fax: (+84 251) 3833399

- Contact Ms. Ta Thao Linh

- Cellphone: +84 911.234.668

- 7. Shareholders or Authorised representatives attending the meeting please bring the originals of the following documents:
- Identity card/Citizen identification card/Passport.
- Meeting invitation letter and The Authorisation Attendance (if any)

We are pleased to welcome you

Best regards.

Recipients: \

- As stated above;

- Organizing Committee of The AGM in 2025;

- Archived: The Board of Directors.

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRWOMAN

CÔNG TY CỐ PHẨN SONADEZI

GIANG ĐIỀN

Nguyen Thi Hanh

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

SONADEZI * GIANG ĐIỂN

OF SONADEZI GIANG DIEN SHAREHOLDING COMPANY

Time	Content	Implementation
8:00 – 8:30 (AM)	Pagistaring attending shareholders and distributing meeting	
8:30 – 8:45 (AM)	- Flag salute, stating meeting purpose, introducing delegates and attendees	MC
8:45 – 8:50 (AM)	- Report on verification of meeting conditions	Organizing Committee
8:50-9:00 (AM)	- Approval of the Presiding Committee and Secretary Committee composition - 9:00 - Approval of the Vote Counting Committee	
9:00 – 9:45 (AM)	Presentation of Reports and Proposals: (1) Report on business results in 2024 and business plan for 2025; (2) Report on the Board of Directors activities in 2024 and business plan for 2025; (3) Report on the Board of Supervisors; (4) Proposal on the approval of the audited Financial Statements for 2024; (5) Proposal on the approval of remuneration payment in 2024, remuneration plan and operating budget for 2025 of the Board of Directors and Board of Supervisors; (6) Proposal on the after-tax profit distribution plan for 2024; (7) Proposal on the profit distribution plan and dividend rate for 2025; (8) Proposal on the selection of an auditor for the Financial Statements in 2025; (9) Proposal on the dismissal and additional election of member of the Board of Supervisors for the remaining period of Term II (2022-2027); (10) Proposal on amending the Company's Charter, Corporate Governance Regulations, and Operating Regulations of the Board of Directors; Shareholders discussion	Presiding Committee
9:45 – 10:00 (AM)	Voting on the above proposals	Chairperson
10:00 - 10:15 (AM)	Break - Vote counting	Vote Counting Committee

Time	Content	Implementation
10:15 - 10:30 (AM)	- Report on voting results - Approval of The Minutes and Resolution of The AGM in 2025	Vote Counting Committee Secretary Committee
10:30 (AM)	Closing remarks and adjournment	Chairperson

No: .../TB-SZG

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Dong Nai, March . S., 2025

DECLARE

On the nomination/candidacy for the election of an additional member to the Board of Supervisors for the remaining period of Term II (2022-2027)

To: Dear shareholders of Sonadezi Giang Dien Shareholding Company

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government, providing detailed regulations on the implementation of certain provisions of the Securities Law;

Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;

At the Annual General Meeting of Shareholders on April 18, 2025, the election of an additional member to the Board of Supervisors for the remaining period of Term II (2022-2027) will take place.

The Board of Directors of Sonadezi Giang Dien Shareholding Company requests that shareholders exercise their right to nominate the member of the Board of Supervisors as follows:

1. Conditions for nomination/candidacy for Board of Supervisors member:

The number of additional members to be elected for Term II (2022-2027) is one (01) person.

Shareholders may combine voting rights to nominate candidates for the Board of Supervisors. Shareholders or shareholder groups holding 10% to under 25% of the total voting shares may nominate one candidate; from 25% to under 50%, may nominate up to two candidates; from 50% and above, may nominate up to three candidates.

2. Qualifications of candidates for the Board of Supervisors:

Candidates must meet all the qualifications as stipulated in the Enterprise Law and the Company Charter.

3. Nomination/Candidacy documents for Board of Supervisors Member:

- Nomination/Candidacy form for a candidate to the Board of Supervisors (one original copy) as attached;
 - Candidate's resume (one original copy) as attached;

(The templates are available in this notice, shareholders may view them in detail on Company's website: www.sonadezi-giangdien.vn, under the "Shareholder Information" section).

- The nomination/candidacy documents must be submitted to Sonadezi Giang Dien Shareholding Company before 14:00 on April 08, 2025. at the address: Sonadezi Building, No. 1, Street 1, Bien Hoa 1 Industrial Zone, Bien Hoa City, Dong Nai Province.

For more details, please contact Mrs. Ta Thao Linh at Mobile: 0911.234.668 or 0251.3833388.

Recipients:

- As above:

- Organizing Committee of the AGM in 2025;

- File: Doc. of the BoD.

ON BEHALF OF THE BOARD OF DIRECTORS

OCHAIRWOMAN

CÔNG TY CỔ PHẨN SONADEZI

Nguyen Thi Hanh

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Dong Nai, March &, 2025

WORKING REGULATIONS THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Article 1. General Provisions

- 1. These Rules of Procedure are used for organizing the Annual General Meeting of Shareholders (AGM) in 2025 of Sonadezi Giang Dien Shareholding Company.
- 2. These Rules specifically regulate the rights and obligations of the parties attending the meeting, conditions and procedures for conducting the meeting, and voting methods.
 - 3. Shareholders and participating parties are responsible for adhering to these Rules.

Article 2. Chairperson - Rights and Obligations of the Chairperson

- 1. The Chairperson of the meeting is the Chairman of the Board of Directors.
- 2. The Chairperson has the following rights and obligations:
- Implement necessary and reasonable measures to conduct the meeting in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of participants.
- Guide shareholders in discussions;
- Present drafts and conclusions on necessary matters for the General Meeting of Shareholders to vote on;
 - Answer questions raised by shareholders;
- Make decisions on procedures, protocols and events arising outside the agenda of the General Meeting of Shareholders.

Article 3. Rights and Obligations The Committee for Verification of Meeting Conditions

- 1. The Committee for Verification of Meeting Conditions is nominated by the Organizing Committee.
- 2. The Committee for Verification of Meeting Conditions organizes registration for shareholders/shareholder representatives attending the meeting, distributes meeting materials, and reports to the General Meeting of Shareholders on the results of verification of meeting conditions.

Article 4. Secretary - Rights and Obligations of the Secretary

- 1. The Secretary is introduced by the Chairperson and is responsible to the Chairperson and the General Meeting of Shareholders for their duties..
 - 2. Duties of the Secretary:
 - Record fully and truthfully the contents of the meeting;
- Assist the Chairperson in announcing draft documents, Minutes and draft Resolutions of the General Meeting of Shareholders, and notices from the Chairperson sent to shareholders when requested.
 - Receive registration forms for speaking and record shareholders' statements.

<u>Article 5.</u> Vote Counting Committee - Rights and Obligations of the Vote Counting Committee:

- 1. The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders.
- 2. The Vote Counting Committee has the following duties:
- Check and supervise the voting/election process of shareholders/shareholder representatives.
- Organize the counting of voting/election ballots.
- Prepare the vote counting minutes and announce them to the General Meeting of Shareholders.
- Hand over voting/election ballots and Vote Counting Minutes to the Chairperson.

<u>Article 6</u>. Rights and Obligations of Shareholders Attending the General Meeting of Shareholders

- 1. Shareholders or representatives of shareholders who own voting shares of the Company according to the list finalized as of March 20, 2025 have the right to attend the Annual General Meeting of Shareholders in 2025.
 - 2. Person authorized to attend the meeting cannot authorize another person.
- 3. Shareholder is considered to attend and vote at the General Meeting of Shareholders in the following cases:
 - Attending and voting directly at the meeting;
 - Authorizing another person to attend and vote at the meeting;
 - Sending voting ballots to the meeting by mail, fax, or email.
- 4. Each shareholder or shareholder representative (hereinafter referred to as shareholder) when registering to attend the meeting must have identification documents such as ID card/Citizen ID/Passport, and Authorization Letter (in case of authorization).
- 5. Each shareholder attending the meeting will receive documents including reports, proposals, voting cards, voting ballots, blank paper and pen. The voting cards and ballots include the shareholder's name, shareholder code, and number of shares owned and

represented. Shareholders must immediately notify the Organizing Committee to correct any errors related to shareholder information during registration.

- 6. During the meeting, shareholders must follow the guidance of the Chairperson, behave in a civilized and polite manner, and not disrupt order. When having personal needs to leave the meeting room, shareholders must maintain order to avoid disturbing other shareholders and interrupting the meeting process and the work of the Chairperson.
- 7. Shareholders must keep confidentiality and properly follow the regulations on using and preserving documents.
- 8. When a shareholder wishes to discuss or debate, they should raise their hand. Only when invited by the Chairperson will the shareholder begin to speak. Each shareholder's speech should not exceed 3 minutes; content should be concise and to the point, avoiding repetition. Shareholders may write their opinions on paper and submit them to the Secretariat or the Chairperson.
- 9. Shareholders arriving after the meeting has commenced may still register and have the right to participate in voting immediately after registration. In this case, the validity of previously voted items remains unchanged.
- 10. Shareholders attending the meeting must strictly comply with these regulations. In case of violation, depending on the specific level, the Chairperson will consider and impose appropriate sanctions according to Clause 7, Article 146 of the Enterprise Law 2020 and the Company's Charter.

Article 7. Conditions for Conducting the Meeting

- 1. The General Meeting of Shareholders shall be conducted when the number of shareholders attending represents more than 50% of the total voting shares of the Company.
- 2. In case the first meeting does not meet the conditions specified in Clause 1 of this Article, the convening of the second meeting shall be implemented in accordance with the provisions of the Enterprise Law and the Company's Charter.

Article 8. Voting Regulations

- 1. All shareholders who have the right to attend the meeting have the right to vote on matters within the authority of the General Meeting of Shareholders. Voting rights correspond to the number of shares owned and the number of shares authorized.
- 2. When registering, the Company will issue to each shareholder or authorized representative 1 Voting Card and Voting Ballots on issues to be voted on at the meeting:
 - + The Voting Card bears the name of the shareholder or shareholder representative and the total number of voting shares of that shareholder.
 - + The content on Voting Ballots is the issues to be voted on at the meeting.
- 3. Shareholders or shareholder representatives will vote by raising their Voting Card and marking their Voting Ballots. Shareholders or shareholder representatives must sign the Voting Ballots before submitting it to the Vote Counting Committee.

- 4. For the voting contents of Voting Ballots, voting at the meeting is conducted by raising the Voting Card. The Vote Counting Committee will directly count the number of shares "Disapprove" then count the number of shares "Abstain" and finally count the number of shares "Approve"
- 5. After the General Meeting has voted on the issues on Voting Ballots, the Vote Counting Committee will collect this Voting Ballots to count the votes and announce the accurate voting results for each content and issue voted on at the meeting. The Head of the Vote Counting Committee will announce the vote counting results to the General Meeting of Shareholders.
- 6. Resolutions are passed when approved by shareholders owning more than 50% of the total voting shares of all shareholders attending and voting at the meeting.
- 7. In case of questions about voting results, the chairperson will consider and decide immediately at the meeting.

Article 9. Regulations on Voting Ballots

Voting Ballots with any of the following elements are considered invalid:

- Ballots not issued by the Organizing Committee according to the prescribed format;
 - Ballots sent to the meeting via mail, fax, or email after 8:00 AM on 18/04/2025.
- Ballots with no box checked or with 2 or more boxes checked for a single voting item;
- Ballots with erasures, deletions, or corrections to the markings in boxes that do not comply with regulations;
 - Ballots with markings or drawings outside the designated boxes;
 - Ballots without the shareholder's signature;
- Torn ballots that are no longer intact in the marking areas or that lack sufficient information for verification and vote counting.

Article 10. Election Regulations for Supervisory Board Members and Instructions on How to Fill Out Election Ballots.

1. List of Candidates:

- Based on the nominations and applications from shareholders, the organizing committee will establish a list of candidates who meet all required standards and conditions to be included in the list of candidates for the election of additional members to the Supervisory Board.
- The list of candidates for the Supervisory Board must be approved by the General Meeting of Shareholders before proceeding with the voting.

2. Election Ballots:

Election ballots are printed uniformly and issued by the Organizing Committee. Each shareholder attending the meeting receives 01 ballot for Supervisory Board member election (blue color).

The ballot clearly states the shareholder's full name, shareholder sequence number, number of shares owned and represented, and the list of candidates arranged in alphabetical order.

In case an election ballot is damaged, the shareholder should contact the Organizing Committee to be reissued a new ballot after the old ballot has been collected.

3. Election Method:

The election of additional members to the Supervisory Board is conducted by secret ballot using the cumulative voting method, as stipulated in Clause 3, Article 148 of the Enterprise Law.

The total number of votes of each shareholder corresponds to the total number of shares with voting rights (including personally owned shares and shares authorized to represent) multiplied by the number of Supervisory Board members to be elected.

Shareholders may distribute their total votes among all candidates, or cumulate all votes for one or several candidates, but must ensure that: the total number of votes cast for all candidates under the cumulative voting method does not exceed the total number of votes indicated on the ballot.

4. Principles for Determining Elected Supervisory Board Members:

Elected Supervisory Board members will be determined by the number of valid votes counting from high to low, starting with the candidate with the highest number of votes until reaching the number of members prescribed in the Company's Charter;

In case 2 or more candidates receive the same number of votes for a position on the Supervisory Board, a re-election will be conducted among the candidates with equal votes. The person with the higher number of votes will be elected.

<u>Article 11.</u> Minutes of Meeting and Resolution of the General Meeting of Shareholders

The Secretary will record the contents of the meeting.

The Minutes of Meeting and Resolution of the General Meeting of Shareholders must be announced and approved before the close of the meeting.

Immediately after approval by the General Meeting of Shareholders of Sonadezi Giang Dien Shareholding Company, the Organizing Committee, all shareholders, and shareholder representatives attending the 2025 Annual General Meeting of Shareholders shall be responsible for implementing these regulations.

Recipients: W

As above;

- Organizing Committee of the AGM in 2025;

- File: Administration, BoD.

ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS

CHAIRWOMAN OF THE BOARD OF

CÔNG TY CÓ PHẨN

SONADEZI GIANG ĐIỀN

A-1. Nguyen Thi Hanh

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No.: ANO /BC-SZG

Dong Nai, March N.S., 2025

REPORT Business results in 2024 and business plan for 2025

To: The Annual General Meeting of Shareholders in 2025

A. BUSINESS PERFORMANCE RESULTS IN 2024:

I. Overview:

Overall, 2024 remained a challenging year for the global economy amidst prolonged negative impacts such as geopolitical conflicts across continents, major economies facing severe crises, and extreme climate change, leading to persistently high inflation despite various monetary tightening and spending cut policies implemented by nations. The global supply chain continued to be negatively affected by international trade tensions between major countries, resulting in high freight costs and potential instability, causing a decline in export orders. The real estate market, including in Vietnam, showed no signs of recovery.

Besides the general difficulties and challenges, the Company encountered obstacles in compensation and site clearance, as well as complexities arising from changes in land and construction-related laws and regulations. Some customers leasing land, factories, and offices from Sonadezi Giang Dien Shareholding Company still had large outstanding debts and requested to return the premises or requested the Company's support in deferring, exempting, or reducing land rent, factory and office rent, and management fees.

Given the aforementioned context, the Company implemented a series of solutions to achieve its production and business targets, which included: minimizing ineffective costs, adjusting investment and construction schedules to align with market conditions and the Company's financial resources, and applying flexible sales policies alongside timely and effective support to customers, such as extending payment deadlines and changing payment methods in accordance with their financial situations. These efforts enhanced customer commitment and loyalty, thereby bolstering the Company's image and prestige and creating leverage to attract new investments.

II. Key Production and Business Indicators:

(Unit: VND million)

No.	T 11 1 1	FY2024		Performance vs
	Indicators	Plan	Actual	Plan (%)
1	Total Revenue	417,177	463,077	111.00%
2	Profit after Tax	122,425	184,865	151.00%

MT.	Indicators	FY	Performance vs	
No.		Plan	Actual	Plan (%)
3	Taxes and other liabilities payable to the State Budget	33,131	74,771	225.68%
4	ROE (%)	20.21%	29.81%	147.50%
5	Dividend (%) (Expected)	15%	15%	100.00%

III. Marketing and Sales of Main Products:

No.	Description	Plan for 2024	ACTUAL			
			Actual in 2024	Actual/Plan (%)		
1	Industrial park land leasing					
-	Memorandum of Understanding ("MOU") signing	90,000 m ²	158,553.2 m ²	176.17%		
-	Contract signing	90,000 m ²	178,504.6 m ²	198.34%		
2	Logistics land leasing					
-	MOU signing	171,200 m ²	-			
	Contract signing	171,200 m ²	-			
3	Factory leasing/transfer					
-	MOU signing (Factory 18, 41, 19, 42)	04 units	02 Factories	50%		
-	Contract signing (Factory 18, 41)	02 units	02 Factories	100%		
-	Factory lease renewal		01 Factory			
4	Office space at Sonadezi Building					
	New office leasing	798 m ²	714 m ²	89.47%		
-	Office lease renewal	1,091 m ²	1,143 m ²	104.77%		
5	Advertising services on the artistic lighting system at Sonadezi Building	840 million	420 million	50.00%		

IV. Investment in Capital Construction:

(Unit: VND million)

No.	Project/Construction Name	Plan for 2024	Actual Implementation 2024	Actual/Plan (%)	Implementation Details
1	Giang Dien Industrial Zone	58,880	1,493	2.54%	- Monitoring Trang Bom district regarding the Planning documents for the 1/2000 Planning Adjustment of Giang Dien Industrial Zone.
	Project				- Completed installation of traffic signals (green, red lights) at the intersection of Roads DCD.06 & DCD.08. Project implementation
2	Ready-Built Factory Cluster Project	73,370	0	0.00%	implementation
3	Sonadezi Building	2,000	0	0.00%	Implementation temporarily suspended.
4	Giang Dien Residential-Service Area Project (Zone B)	400	0	0.00%	Monitoring the Department of Planning and Investment regarding processing of the project investment policy extension application.
5	Independent Audit Work	1,120	20	1.79%	Completed audit of finished construction items for the Road Connection Project linking Giang Dien Industrial Zone with National Highway 1A bypass (Vo

No.	Project/Construction Name	Plan for 2024	Actual Implementation 2024	Actual/Plan (%)	Implementation Details
					Nguyen Giap Road), phase 3.
	Total	135,770	1,513	1.11%	

V. Land Management and Project Development:

- Giang Dien Industrial Zone Project: Currently, the Company has implemented most of the project's tasks and completed the application for the issuance of the Land Use Right Certificate (LURC) for the industrial park infrastructure (Phases 1 and 4). Concurrently, we are actively coordinating with relevant units to resolve some issues related to the application for leasing 1.52 hectares of land and monitoring the provincial departments, agencies, and branches in enforcing the compulsory acquisition of land from the two remaining households (0.62 hectares). In 2024, with the approval of the Provincial People's Committee, the Department of Finance reimbursed the compensation and site clearance costs for the investment project of the connecting road between Giang Dien Industrial Zone and National Route 1 Bien Hoa City bypass section, amounting to 105.2 billion VND.
- Giang Dien Residential and Service Area Project: As of December 31, 2024, the Company has compensated and cleared 104 out of 171 households, with an area of 63.50/104.02 hectares. The project is currently suspended, pending the results of reviews and instructions from competent state agencies to determine the appropriate course of action. In 2024, with the approval of the Provincial People's Committee, the Trang Bom District Land Development Center refunded the Company the unspent compensation for households, totaling 332 billion VND and 3 billion VND in interest.
- During the year, the Company has been actively resolving outstanding issues in the application process for Land Use Right Certificates (5 units) for the Villa lots; monitoring government department in establishing enforcement procedures for the remaining 5 households.

VI. Other Contents:

- Company's shareholder status: As of 31/12/2024, the total number of the Company's shareholders is 141, including 07 institutional shareholders (holding 61.7% of the total shares) and 134 individual shareholders (holding 38.3% of the total shares).
- In 2024: The Company completed the payment of the second phase of the 2023 dividend with a ratio of 11% of the par value of shares.
- Investment in Tin Nghia Corporation (TID) shares: The Company received a 2024 dividend from TID with a ratio of 10%, equivalent to 9.9 billion VND.
- Information disclosure: Implement full and timely information disclosure as prescribed by law for public companies.

- Human resources: Recruited 30 new employees, mainly serving the operation of the wastewater treatment plant and the organization of maintenance and landscape care at the Industrial Park; appointed 03 personnel with appropriate expertise for each position, while also organizing training/coaching courses for employees to meet job requirements.
- Implementation of regimes and policies for employees: The Company has fully implemented the regimes and policies on salary, social insurance, health insurance, unemployment insurance, allowances, etc. for employees, organized annual health check-ups, and provided Bao Viet health insurance for employees. In addition, the Company also cares for the spiritual life of employees through practical activities such as: giving birthday gifts to employees; giving gifts to female employees on March 8th and October 20th; giving gifts to employees' children on June 1st and Mid-Autumn Festival; rewarding children of employees with excellent academic achievements, etc.
- Social and charitable activities: The Company supported the care for the 2024 Lunar New Year of An Binh ward, contributed to the "Agent Orange/Dioxin Victims" Fund of Giang Dien commune, contributed to the "For the Poor Fund" 2024 in Dinh Quan and Tan Phu districts, contributed to the "Gratitude Fund" 2025 in Dong Nai province, supported medical expenses for poor patients in 2024, contributed to the Social Relief Fund of Dong Nai province...with a total amount of 541 million VND.

B. BUSINESS PRODUCTION PLAN FOR 2025:

I. Key Business Performance Indicators:

(Đvt: triệu đồng)

No.	Indicators	Actual 2024	Plan 2025	% Plan 2025 vs Actual 2024
1	Total revenue	463,077	483,332	104.37%
2	Profit after tax	184,865	172,038	93.06%
3	Taxes and other amounts payable to state budget	74,771	77,953	104.25%
4	ROE (%)	29.81%	26.66%	89.43%
5	Dividend (%)	15 %	15 %	100.00 %

II. Marketing and sales plan for main products:

STT	Contents	Plan 2025
1	Industrial Zone land leasing	
-	MOU signing	60,000 m ²
-	Contract signing	144,000 m ²
2	Factory leasing/transfer	
-	Signing of the Appendix to the Lease Extension Contract or Transfer Contract (Small Factory, Factory 02, 03, 04, 41, 08)	06 Unit

STT	Contents	Plan 2025
3	Office space at Sonadezi Building	
-	Office Lease Contract Signing	798 m ²
-	Office lease renewal	1,752 m ²

III. Capital construction investment plan:

(Unit: million VND)

No.	Project/Work Name	Plan 2025	Implementation Content
1	Giang Dien Industrial Zone Project	19,850	Construction of technical infrastructure and other auxiliary items for the Industrial Zone.
2	Independent Audit Work	1,100	Audit of completed items of Giang Dien Industrial Zone Project, phase 3 (phase 4). Audit of factory items 01-16 and completion audit of the Factory for Lease Cluster Investment Project in Giang Dien Industrial Zone (Cluster of 19 Factories).
	Total	20,950	

IV. Land and project development plan:

In 2025, the Company will continue to coordinate with competent state agencies to resolve obstacles and backlogs, especially other legal procedures, to continue implementing the Giang Dien Service Residential Area Project (Zone B) and compensation, site clearance, and issuance of Land Use Right Certificates at the An Binh Residential Area Expansion Project. Furthermore, the Company will implement the search, evaluation, and signing of business cooperation contracts to invest in construction and business in a number of industrial parks that have been planned and are in the process of implementing investment and construction procedures in Dong Nai province through contributing capital and experience in management, operation, and business of industrial parks to share products or profits after the industrial park comes into operation to promote effective use of idle capital and bring profits to the company in the coming years.

C. OPERATIONAL DIRECTION FOR 2025

In the face of potential advantages and difficulties arising from the fluctuating global political, economic, and social landscape, to fulfill the established production and business plan, the Company identifies the following comprehensive solutions for implementation:

 Continue implementing preferential policies and attracting new investments, while considering customer support based on actual conditions; develop marketing plans and business solutions to enhance business performance.

- Control expenses, consider investments based on actual needs, ensuring investment efficiency, and balancing the Company's capital resources.
- Focus resources on resolving obstacles, accelerating site clearance progress, and receiving compensation for the Company's key projects to promptly acquire additional land funds for production and business needs.
- Continue personnel training and enhance human resource quality to ensure production and business operations. Cultivate a free and creative work environment, offering numerous career advancement opportunities.
- Actively seek cooperation and investment opportunities in projects within the province, leveraging the company's strengths and experience in industrial real estate investment, operation, and business.

Sincerely.

Recipients: W

- As above:

- Organizing Committee of the AGM in 2025;

- File: Office, BOD.

ON BEHALF OF THE BOARD OF

DIRECTORS CHAIRWOMAN

CÓNG TY CÓ PHẨN CONADEZI

GIANG ĐIỂN

Nguyen Thi Hanh

No: ./M.../BC-SZG-HĐQT

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Dong Nai, March & ..., 2025

REPORT Activities of the Board of Directors in 2024 and Plan for 2025

To: The Annual General Meeting of Shareholders in 2025

I. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024:

1. Members of the Board of Directors in 2024:

In 2024, the Board of Directors personnel situation underwent some specific changes as follows:

No.	Full Name		Start Date/No longer a BOD member		
		Position	Appointment Date	Dismissal Date	
1	Mrs. Nguyen Thi Hanh	Chairwoman of the Board of Directors	18/12/2023 (Appointment as Chairwoman of the Board of Directors)		
			07/04/2022 (Appointment as Member of the Board of Directors)		
2	Mr. Tran Hoai Nam	Member of the Board of Directors	07/04/2022		
3	Mr. Ngo Xuan Quang	Member of the Board of Directors	07/04/2022		
4	Mr. Truong Dinh Hiep	Member of the Board of Directors	07/04/2022	21/05/2024	
5	Mr. Tran Tan Nhat	Member of the Board of Directors	07/04/2022		
6	Mr. Hoang Sy Quyet	Member of the Board of Directors	21/05/2024		

2. Summary of meetings and decisions of the Board of Directors:

In 2024, the Company's Board of Directors held 06 meetings and 32 written ballots on matters within its authority. The Board of Directors issued 46 Resolutions and Decisions to lead, manage, supervise, and promptly resolve issues in the Company's production and business activities. Implementing tasks according to Resolution No. 96/NQ-SZG dated 21/05/2024 of the 2024 Annual General Meeting of Shareholders.

The attendance of Board members at the meetings was 5/5, reaching 100%. The Head of the Supervisory Board also attended the meetings to review and discuss important matters, as well as to ensure the legality of issued decisions.

Important contents approved:

- Approval of construction bidding packages for Factories and infrastructure at Giang Dien Industrial Zone;
- Approval of pricing framework for Company's main products and services, including office/space rental at Sonadezi Building, land transfer and factory leasing at Giang Dien Industrial Zone;
- Approval of quarterly production and business plans, contractor selection plans for packages at the Company's projects;
- Approval of early repayment of working capital loan agreements and credit loan agreements at Banks;
- Approval of the policy to implement, sign contracts/appendices, and conduct transactions with related parties in 2025;
- And several other contents within the authority.

The meetings and activities of the Board of Directors were organized and conducted in accordance with the Company's Charter and current law. The minutes of meetings and Resolutions approving matters within the functions and duties of the Board of Directors in the Company's activities all achieved high consensus among members, ensuring implementation in accordance with regulations.

3. Direction and Supervision of the Board of Directors with the Board of Management:

The Company's Board of Directors regularly monitored the Board of Management's activities through evaluating the implementation of Resolutions and Decisions issued by the Board of Directors. During the past year, under the supervision and direction of the Board of Directors, the Company's Board of Management successfully exceeded the business production plan, ensuring maximum benefits for the Company and shareholders.

Generally, the Board of Management has consistently adhered to the annual directions and tasks while maintaining flexibility in operations. They regularly reported to and exchanged information with the Board of Directors to make timely adjustments to the Company's business activities.

The cooperation between the Board of Directors, Board of Management, and Supervisory Board remained close, maintaining governance-executive relationships in accordance with legal regulations, the Company's Charter, and internal regulations.

4. Remuneration and Operating Expenses of the Board of Directors in 2024:

(Unit: VND)

No.	Content	Appointment Time	Implementation in 2024
I	Board of Directors Remuneration		504,000,000
1	Remuneration of the Chairwoman of the Board of Directors Mrs. Nguyen Thi Hanh	Appointed on 18/12/2023	120,000,000
2	BOD Members Remuneration		
	Mr. Tran Hoai Nam	Appointed on 07/04/2022	96,000,000
	Mr. Ngo Xuan Quang	Appointed on 07/04/2022	96,000,000
	Mr. Hoang Sy Quyet	Appointed on 21/05/2024	59,128,000
	Mr. Tran Tan Nhat	Appointed on 07/04/2022	96,000,000
	Mr. Truong Dinh Hiep	Dismissed on 21/05/2024	36,872,000
п	Supervisory Board Remuneration		192,000,000
1	Remuneration of the Head of the Supervisory Board		
	Mrs. Ngo Thi Thu Hien	Dismissed on 21/05/2024	36,872,000
	Mrs. Nguyen Thi Huyen Trang	Appointed on 21/05/2024	59,128,000
2	Supervisory Board Member Remuneration		
	Mrs. Nguyen Tu Loan	Appointed on 07/04/2022	48,000,000
	Mr. Tran Viet Long Appointed or 07/04/2022		48,000,000
Ш	Total Remuneration for 2024		696,000,000
4	Total Operating Expenses		0

- The approved remuneration according to the AGM in 2024 resolution is: **VND** 1,616,010,000.
- The remaining supplementary remuneration is: VND 920,010,000.

II. BOARD OF DIRECTORS OPERATIONAL PLAN FOR 2025:

- 1. In 2025, the Board of Directors will maintain quarterly meetings, extraordinary meetings (if necessary), and solicit written opinions from Board members to implement the resolutions of the General Meeting of Shareholders and matters related to corporate governance and direct the implementation of key tasks in 2025.
- 2. Direct and manage the Company's operations to achieve the 2025 production and business plan targets. The General Director shall implement and supervise to ensure the Company develops in the right direction while the Board of Directors directs the Executive Board to develop flexible strategies and solutions to improve the efficiency of marketing and trading the Company's products.
- 3. Promote research and implementation of real estate and service projects suitable for the Company's development orientation.
- 4. For current projects: Focus on completing the construction of infrastructure items in Giang Dien Industrial Park to meet customer needs and accelerate the progress of Giang Dien Residential Service Area project to diversify residential real estate products.
- 5. Make timely, transparent, and public disclosure of information on corporate governance to shareholders, investors, and competent authorities, ensuring the highest benefits for shareholders.
- 6. Update and complete the internal management regulations system in a timely manner with changes in the legal system and practical situation to improve the efficiency of management and administration.
- 7. Closely monitor and direct the General Director's work on completing human resource management mechanisms and policies and arranging personnel to suit the Company's production and business needs.

III. REMUNERATION AND OPERATING EXPENSE PLAN FOR 2025 OF THE BOARD OF DIRECTORS:

1. Remuneration and bonus plan for the Board of Directors and the Supervisory Board (Unit: VND)

No.	Content	Plan 2025
1	Total Planned Remuneration Fund for 2025 (1% of Profit After Tax)	1,720,380,000
2	Monthly Provisional Payment	
-	Monthly Provisional Payment for Chairwoman of the Board of Directors	10,000,000 VND/person/month

-	Monthly Provisional Payment for Member of The BoD	8,000,000 VND/person/month
-	Monthly Provisional Payment for Head of BoS	8,000,000 VND/person/month
-	Monthly Provisional Payment for Member of The BoS	4,000,000 VND/person/month

- 2. Operating expenses for 2025 of the Board of Directors and Supervisory Board:
- The Board of Directors 50.000.000 đồng
- The Supervisory Board 25.000.000 đồng

<u>Note:</u> Based on the 2025 production and business results, the actual remuneration fund of the Board of Directors and the Supervisory Board will be settled at 1% of the realized profit after tax (but not exceeding 1.2% of the planned profit after tax).

The Board of Directors respectfully submits to the AGM for consideration and approval.

Sincerely,

Recipients: Vu

- As above;

- Organizing Committee of the AGM in 2025;

- File: Doc. of the AGM, BoD.

ON BEHALF OF THE BOARD

OF DIRECTORS CHAIRWOMAN

CÓ PHẨN

SONADEZI GIANG ĐIỀN

Nguyen Thi Hanh



SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Dong Nai, March 28., 2025

REPORT OF THE BOARD OF SUPERVISORS

On inspecting and supervising the business operation situation in 2024 -Sonadezi Giang Dien Shareholding Company

To: - The Annual General Meeting of Shareholders in 2025

- Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;
- Pursuant to the Operational Regulations of the Board of Supervisors;
- Pursuant to the audited Financial Statements for 2024 of Sonadezi Giang Dien Shareholding Company;
- Pursuant to the Minutes of the Board of Supervisors on inspecting and supervising the business operation situation in 2024 of the Company.

The Board of Supervisors (BoS) reports to the General Meeting of Shareholders (GMS) on the activities of the Board of Supervisors and the results of inspecting and supervising the business operation situation in 2024 of Sonadezi Giang Dien Shareholding Company (SZG) with the following main contents:

A. ACTIVITIES OF THE BOARD OF SUPERVISORS:

- 1. Meetings of the Board of Supervisors:
- ➤ In 2024, the BoS held 04 meetings to exchange, consider and vote on the following issues:
 - Electing the Head of BoS for the remaining time of Term II (2022 2027).
 - Activity (implementation) plan of the BOS of Sonadezi Giang Dien Shareholding Company in 2024 and Plan for organizing the inspection and supervision of business operation situation in the first 06 months of 2024.
 - Contents of the Minutes and Report of the BoS on inspecting and supervising the business operation situation in the first 06 months of 2024 - SZG.
 - Plan for organizing the inspection and supervision of business operation situation in Q3 (first 09 months) of 2024 – SZG.
- All meetings of the Board of Supervisors in 2024 were attended by all members of the Board.

➤ Composition of the Board of Supervisors in 2024:

No.	01/01/2024 - 20/05/2024	From 21/05/2024	Note
1	Ngo Thi Thu Hien	Nguyen Thi Huyen Trang	Head of BoS
2	Nguyen Tu Loan	Nguyen Tu Loan	Member of BoS
3	Tran Viet Long	Tran Viet Long	Member of BoS

2. Budget for BoS activities in 2024:

Inco	ome	Head o	f BoS	Member		Total Income
		Ngo Thi Thu Hien	Nguyen Thi Huyen Trang	Nguyen Tu Loan	Tran Viet Long	
Remuneration	Total remuneration in 2024	85,611,000	137,287,000	111,449,000	111,449,000	445,796,000
	Actual remuneration received in 2024	108,580,954	59,128,000	83,854,477	83,854,477	335,417,908
	Total bonus paid in 2024	4,000,000	12,000,000	16.000.000	16.000.000	48,000,000
Bonus	Provisional allocation from Managers bonus fund for 2024	21,505,376	30,107,527	25.806.451	25.806.451	103,225,80:

Details of the BoS income are attached in the Report Appendix

3. Activities of the Board of Supervisors:

- > The BoS carries out activities according to the BoS annual activity plan.
- > Inspection and supervision activities of the Board of Supervisors in 2024:
 - Supervising the implementation of Resolutions of the General Meeting of Shareholders:

The Board of Directors and Board of Management have implemented the Resolutions of the Annual General Meeting of Shareholders 2024, specifically:

- Implemented profit distribution, payment of finalized remuneration for 2023, payment of remuneration for 2024 according to the monthly provisional rates for the Board of Directors and Board of Supervisors in accordance with the plan approved by the General Meeting of Shareholders.
- Selected A&C Auditing and Consulting Company Limited to audit the company's financial statements for 2024.
- In 2024, the company has established/supplemented funds for 2023 in accordance with the Resolution of the Annual General Meeting of Shareholders 2024. Additionally, in 2024, the company has provisionally allocated 15% of the 2024 after-tax profit to the Development Investment Fund and provisionally allocated to the Managers' Bonus Fund

according to the projected after-tax profit distribution plan for 2024 - as approved in the Resolution of the Annual General Meeting of Shareholders 2024:

F	und Allocations/Ad	ditions for 2023	
Content	Amount distributed according to the Resolution of the AGM in 2024	Amount provisionally allocated in the previous year	Amount allocated/additionally allocated in 2024
Allocation to Development Investment Fund	28,459,793,662	18,973,195,775	9,486,597,887
Allocation to Reward and Welfare Fund for employees	3,794,639,155		3,794,639,155
Allocation to Social Welfare Fund for community	1,897,319,577		1,897,319,577
Allocation to Managers Bonus Fund	189,982,800		189,982,800
Dividends for 2023	82,347,000,000	21,959,200,000	60,387,800,000
	ovisional Fund Allo	cations for 2024	
Content	Projected allocat the Resolution of		Amount provisionally allocated in 2024
Provisional allocation to Development Investment Fund	Provisional allocati Profit After Tax	on at 15% of actual	27,729,793,499
Provisional allocation to Managers Bonus Fund	Provisional allocation at 0.5% of planned Profit After Tax ("PAT") In case actual PAT > planned PAT: 0.3% × planned PAT + 1% × the excess after-tax profit (total allocation rate to Managers Bonus Fund not exceeding 0.5% of planned after-tax profit)		612,125,000

- Implementation of the business plan approved in the Resolution of the Annual General Meeting of Shareholders in 2024:

In 2024, the company implemented the business plan for the main activity groups as follows:

No.	Content	Plan 2024	Implementation in 2024
1	Industrial Zone land leasing	09 ha (90,000 m²)	- Signed contracts – 178,505 m², details: + Ancteck VN customer – 133,285 m² (Agreement signed in 2023). + AP Beverage customer – 30,712 m². + New Star customer – 14,508 m² → Corresponding to 198,34% of plan. - Signed agreements – 158,553 m², details: + New Star customer – 14,508 m²

			+ Thuy Duong customer – 90,387 m ² + Canh Dong Vang customer – 53,658 m ²
2 Factory for lease/transfer			- Signed lease contract for Factory 41 - Transferred factory and leased back land for Factory 18
3	New office space for lease	798 m²	714 m ² → Achieving 89.47% of annual plan
4	Office space renewal	1,091 m ²	1,143 m ² → Achieving 104.77% of annual plan

- Implementation of the capital construction investment plan:

+ In terms of implementation value, in 2024, the company has only implemented about 1.5 billion VND in capital construction value out of a total planned value of 135.7 billion VND approved by the AGM in 2024 (achieving 1.11% of the plan):

No.	Project/Construction name	Plan for 2024	Implementation in 2024
I	Giang Dien Industry Zone Project	58,880 million VND	1,493 million VND → Achieving 2.54% of annual plan
	- Ground leveling, site clearing as	1,000 million	106 million VND (land plots for
	required by land lease customers	VND	AP Beverage, New Star
	- Sidewalk tiling in front of	1,500 million	customers)
	companies leasing land, factories	VND	634 million VND
	- Installation of traffic signals at	800 million	753 million VND
	the intersection of Roads DCD.06 and DCD.08	VND	
	- Others	55,580	
		million VND	
II	Factory cluster for lease project	73,370	
	- Factory cluster at lots 02 and 18	million VND	
	- Factory cluster at lots 02A and		0 million VND
	14		→ Achieving 0% of annual plan
III	Sonadezi Building Project	2,000 million VND	A
IV	Giang Dien Residential - Service	400 million VND	
V	Area Project (Zone B)	1,120 million	20 million VND → Achieving
V	Independent audit work	VND	1.78% of annual plan
	- Audit of completed items of the	20 million	20 million VND (Completed
	Connecting Road Project from	VND	audit of completed construction
	Giang Dien Industry Zone to	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	items of the Project)
	National Route 1A bypass (Vo		
	Nguyen Giap Road) phase 3	1,100 million	-
	- Others	VND	
		135,770	1,513 million VND
	Total	million VND	→ Achieving 1.11% of the plan

+ For regular activities such as maintenance, repair, and operation of physical facilities at Giang Dien Industry Zone, Sonadezi Building, etc. In 2024, according to the Technical Department's report, the company implemented a total value of approximately 21.4 billion VND, mainly focused on several key work items as follows:

Content	Implementation Value in 2024 (Million VND)
Maintenance, repair of technical infrastructure system at Giang Dien Industry Zone and other regular activities; Maintenance and repair of technical infrastructure of the connecting road from Giang Dien Industry Zone to Vo Nguyen Giap Road and Gia Long Mon National Route 51.	1,685.04
Renovation, additional construction of auxiliary items in rental Factories; Factory repair and maintenance; Property insurance for factories	1,678.23
Environmental work, operation of wastewater treatment plant at Giang Dien Industry Zone.	4,861.50
Maintenance, repair of houses, technical infrastructure and lighting system - An Binh Expanded Residential Area.	40.97
Sonadezi Building operation (Maintenance, operation of power supply and distribution systems, air conditioning, elevators, fire protection, water supply and drainage, architecture, technical infrastructure, electricity and water costs, artistic lighting system)	10,637.23
Other activities	2,526.69
Total	21,429.66

+ Some issues related to land and project development of the company:

Giang Dien Industry Zone Project: Currently, the Company has completed the application for Land Use Right Certificate for industry zone infrastructure (phases 1, 4); simultaneously coordinating with relevant units to resolve some obstacles in the application for leasing 1.52 ha of land and monitoring Departments, Agencies for the enforcement of the remaining 2 households.

Giang Dien Residential - Service Area Project: As of December 31, 2024, 103/170 households and 01 organization have received compensation with an area of 63.50 ha. The project is temporarily suspended, continuing to wait for review results and directives from functional agencies to determine the handling direction. The Land Fund Development Center of Trang Bom district has temporarily returned to the Company compensation funds not yet paid to households amounting to 332 billion VND and 3 billion VND in interest. In 2024, the Company's Executive Board and the Land Fund

Development Center of Trang Bom district have issued documents between the two parties to work on issues related to compensation funds not yet paid to households - Giang Dien Residential - Service Area Project.

An Binh Expanded Residential Area Project: During the year, the Company is monitoring the application for Land Use Right Certificates (5 units) for Villa lots; Monitoring Departments and Agencies in setting up enforcement procedures for the remaining 04 households and implementing procedures related to compensation payment for Mr. Le Hong Nhat's household.

The project of connecting road between Giang Dien Industrial Zone and the bypass of National Roal 1A: In 2024, the Land Development Center of Bien Hoa City has reimbursed the compensation for ground clearance from the budget to the Company an amount of 105.2 billion VND.

- Monitoring the management and operational activities of the Board of Directors, the Board of Management:
- + Evaluation of the activities of the Board of Directors in 2024:
- + Regarding the structure and composition of the company's BoD:

The Board of Directors of SZG currently consists of 05 members, including 02 executive members who are directly involved in management: Mr. Hoang Sy Quyet (General Director of the company) and Mr. Ngo Xuan Quang (Deputy General Director of the company).

From 01/01/2024 to 20/05/2024	From 21/05/2024 to present	Notes
Chairwoman of the BoD 1. Nguyen Thi Hanh Members of the BoD 2. Ngo Xuan Quang 3. Truong Dinh Hiep	Chairwoman of the BoD 1. Nguyen Thi Hanh Members of the BoD 2. Ngo Xuan Quang	Personnel nominated and elected by Sonadezi Corporation (SNZ). From May 21, 2024, according to the Resolution No. 96/NQ-SZG of the AGM in 2024, Mr. Truong Dinh Hiep was dismissed from the position of Board Member, Mr. Hoang Sy Quyet was elected as Board Member. Accordingly, Sonadezi Corporation (SNZ) is no longer the parent company of the company as it no longer meets the conditions under Article 195 of the current Enterprise Law.
Members of the BoD 4. Tran Hoai Nam 5. Tran Tan Nhat	Members of the BoD 3. Tran Hoai Nam 4. Tran Tan Nhat 5. Hoang Sy Quyet	

⁺ Regarding the activities of the Board of Directors in 2024:

In 2024, the company's Board of Directors organized 06 meetings to review important matters within their authority. Additionally, the Board of Directors also

conducted 32 surveys to gather opinions from Board members in order to promptly issue resolutions and decisions to coordinate the company's business operations.

The Board of Directors has performed its duty of supervising and directing the activities of the Board of Management in managing the overall business operations; simultaneously coordinating, reminding, and providing specific guidance to the Board of Management regarding issues that the Board of Directors identified as essential and significant, which could affect the company's operational efficiency. In 2024, the Board of Directors discussed and decided on several issues related to the company's operations, such as: The pricing framework for land sublease, factory rental/transfer, management fees, wastewater treatment fees, land rental fees for 2024; New salary and bonus regulations; Regular business reports and business plans for the next period; Payment of the second (final) dividend for 2023; Recruitment and appointment of management personnel; Hiring an auditing firm for the company's financial statements; Reports on tasks assigned by the Board of Directors to the General Director at Board meetings... through proposals and reports from the General Director regarding the management of the company's business operations.

- Assessment of the Board of Management's activities:

The Board of Management consists of 02 members, each member of the Board of Management performs management and executive functions according to their assigned responsibilities within the Board of Management; The General Director has organized regular meetings, directly managed the company's business operations, and proactively proposed ideas, business directions, and selected issues to submit to the company's Board of Directors for consideration.

- Assessment of coordination between the Board of Supervisors with the Board of Directors, the Board of Management, and shareholders:
- The Board of Supervisors is invited to attend the meetings of the Board of Directors.
- The Board of Management provides feedback and exchanges opinions with the Board of Supervisors on certain work contents when performing the Board's duties at the company.
- In 2024, the Board of Supervisors did not receive any petition, recommendation, or complaint from the company's shareholders.
 - Assessment of the company's accounting work and verification of Financial Statements:
- Accounting books are fully maintained, with reasonable filing and storage of documents.
- In 2024, the company's Accounting Department experienced changes with the Chief Accountant position and the addition of 01 Deputy Head of Accounting Department.

- The company strives to ensure and comply with regulations regarding the preparation and submission of reports.
- Based on the 2024 financial statements of Sonadezi Giang Dien Shareholding Company audited by A&C Auditing and Consulting Company Limited and the implementation of tasks related to the verification of the 2024 financial statements during the Board of Supervisors inspection and supervision of SZG's 2024 business operations, within the scope of the audit and supervision conducted by the Board of Supervisors and except for the supervisory limitations due to the Board of Supervisors not having complete information, the Board of Supervisors verifies and agrees as follows:

The company's 2024 financial statements have presented relatively completely and reasonably in material aspects regarding the business operation results and financial position as of December 31, 2024.

Implementation of inspection, supervision, and reporting by the Board of Supervisors on the results of inspection and supervision of the company's business operations:

The Board of Supervisors conducted inspection and supervision of the business operations for the first 06 months of 2024 and Q3 (first 09 months) of 2024 according to inspection notice No. 69/TB-SZG-KS dated August 15, 2024, and inspection notice No. 97/TB-SZG-KS dated November 11, 2024. During the year, the Board of Supervisors issued a Report on the inspection and supervision of business operations for the first 06 months of 2024 according to document No. 01/BC-BKS dated October 31, 2024.

Through the activities of the BoS and through the inspection and supervision periods conducted during the year, the BoS has provided feedback on several issues, such as the implementation of basic construction work during the year, the issuance of resolutions related to the wastewater treatment fee framework, the evaluation of employee performance (KPI) for industrial park maintenance staff, additional notes regarding the organization of meetings/gathering opinions from the BoD... and several other issues, while also providing specific notes to the company's Executive Board regarding issues that the BoS identified as essential and significant to the company, for the BoM to consider in order to further improve the general management of the company. The company's BoM, through several meetings of the company's BoD attended by members of the BoS, has shown consideration for the opinions of the BoS. Among these issues, upon review between inspection periods, the Board of Supervisors noted that the company had made adjustments to ensure operations comply with regulations and are more appropriate.

B. BUSINESS OPERATIONS AND FINANCIAL SITUATION OF THE COMPANY IN 2024:

1. Results of business plan implementation in 2024:

No.	Indicators	Unit	2024 Plan	2024 Actual	Actual vs Plan
1	Total revenue	Million VND	417,177	463,077	111.00%
2	Profit after tax	Million VND	122,425	184,865	151.00%
3	Taxes and amounts payable to state budget	Million VND	33,131	74,771	225.68%
4	Return on Equity	%	20.21%	29.81%	147.50%
5	Dividend	%	15%	0%	0%

The company's 2024 business results generally exceeded the plan according to the 2024 Annual General Meeting of Shareholders Resolution, with specific indicators as follows:

- Total revenue achieved was 463,077 Million VND, reaching 111% of the plan.
- Profit after tax achieved was 184,865 Million VND, reaching 151% of the plan, exceeding by 51%.
- Return on Equity achieved was 29.81%, reaching 147.50%, exceeding by 47.50%.

2. Changes in fixed assets and investment properties in 2024:

Content	Increase Value	Decrease Value	Notes
	Machinery and equipment 808,837,000		Purchase of 02 agricultural tractors (202,000,000 VND); Purchase of VNR 1200 grass cutting blade system (48,200,000 VND); Datalogger transmitting/receiving equipment for the monitoring system at the WWTP in Giang Dien Industrial Zone (133,000,000 VND); Supply of measuring and analysis laboratory equipment at the WWTP (210,500,000 VND); Supply of operation equipment for the WWTP system at Giang Dien Industrial Zone WWTP (215,137,000 VND).
Tangible Fixed Assets	Buildings and structures 868,623,729		Construction of additional restrooms at Giang Dien Industrial Zone Office (357,257,624 VND); Transfer increase of billboard assets at the intersection of connecting road and bypass (11,366,105 VND); Increase in assets of XLNT No. 2 - phase 2 at Giang Dien Industrial Zone (500,000,000 VND).
		Adjustment to reduce the original cost as per the State Audit Report 75,035,022	Adjustment to reduce the original cost according to the State Audit Report: Reduction of original cost value of "Wastewater Treatment Plant No. 2 - Phase 2 (4,500 m3/day)" - Giang Dien Industrial Zone (According to the recommendation of State Audit Region 13 in notification No. 487/TB-KV XIII dated October 31, 2024) 61,000,000 VND. Adjustment to reduce the final settlement value of construction of Wastewater Treatment Plant No. 2 - Phase 2 (capacity 4,500 m3/day) at Giang Dien Industrial Zone 14,035,022 VND.
Total	1,677,460,729	75,035,022	
1000	Buildings 20,978,331,772		Factory 41-Giang Dien Industrial Zone (20,373,526,326 VND); Construction of closed fence around rental factory area of Dechang Vietnam Company (factories 11-16) at Giang Dien Industrial Zone (604,805,446 VND)
Investment Property	Infrastructure 2,979,831,530		Traffic signal system at the intersection of roads DCD.06 and DCD.08-Giang Dien Industrial Zone (710,262,607 VND); Tiling of sidewalks in front of companies leasing land and factories (587,362,481 VND); 22KV medium voltage power line on DCD.14 Road-Giang Dien Industrial Zone (1,636,511,001 VND); Increase in investment property for access road to factories 6,8 (45,695,441 VND)
		Buildings 20,639,149,644	Decrease in original cost, transfer of Factory 18
Total	23,958,163,302	20,639,149,644	

3. Investment Position (Short-term Investments, Financial Investments) of the Company:

No.	Indicators	31/12/2024	01/01/2024
1	Cash Equivalents Term deposits with original maturity not exceeding three months held at financial institutions.	623,000,000,000	-
2	Short-term Financial Investments	349,325,919,999	218,790,000,000
2.1	Trading Securities (Investment comprising 9,900,000 shares of Tin Nghia Corporation JSC (TID), representing 4.95% of TID's charter capital).	219,325,919,999	219,325,919,999
	Provision for impairment of trading securities	-	(535,919,999)
2.2	Held-to-Maturity Investments Term deposits with six-month maturities at financial institutions.	130,000,000,000	-
3	Long-term Financial Investments	-	

Source: The Company's audited financial statements for fiscal year 2024

4. Accounts Receivable Management:

Items/Indicators	31/12/2024 (FY 2024)	30/06/2024 (First 6 months of 2024)	31/12/2023 (FY 2023)
Net Revenue for the period (1)	439,780,982,222	193,410,972,895	425,252,010,237
Short-term Accounts Receivable	47,200,752,650	37,118,834,525	20,700,509,508
Provision for Doubtful Debts	(5,027,273,205)	(2,126,224,611)	(1,313,057,792)
Source: Audited/Reviewed Finance	cial Statements for FY 2024	FY 2023, first 6 mo	nths of 2024, and
Average Accounts Receivable (2)	35,006,698,894	28,909,672,016	22,344,851,622
+ Full-year period = average of	2 15		
3 points in time: 31/12 of the			
previous year, 30/06 and 31/12 of			
the current year.			
+ Half-year period = average of			
2 points in time 31/12 of the			
previous year and 30/06 of the			
current year.		5 50 1 1 5	10.02 times / EV
Accounts Receivable Turnover (3)	12,56 times/ FY	6,69 times / first	19,03 times / FY
= (1)/(2)	2024	half FY 2024	2023
Average Collection Period	29,1 days	27,3 days	19,2 days
+ Full-year period = 365 days/			
(3)			
+ Half-year period = 365 days/2/(3)			

The accounts receivable turnover indicators during fiscal year 2024 show an upward trend in the Average Collection Period, along with a corresponding increase in provisions for doubtful debts across reporting periods. This situation has arisen because several enterprises are experiencing cash flow difficulties, resulting in delayed payments to the Company. The Company should continue to closely monitor and actively pursue the collection of outstanding receivables to improve debt recovery metrics in fiscal year 2025.

5. Status of Inspections by State Audit:

During the year, the Company received Document No. 51/KV XIII-TH from the State Audit Office of Region XIII regarding the implementation of surveys and information collection for audit planning purposes. The State Audit team conducted its audit engagement at SZG according to the schedule outlined in Document No. 230/KV XIII-TH dated 15/07/2024.

The Company received Document No. 487/TB-KV XIII dated 31/10/2024, from the State Audit Office of Region XIII notifying the audit results at Sonadezi Giang Dien Shareholding Company. The Supervisory Board summarizes below several matters (related to accounting adjustments/reporting to state authorities) that the Company has addressed in 2024 in accordance with the recommendations of the State Audit:

FINDINGS/RECOMMENDATIONS OF THE STATE AUDIT

There are 05 cases of customers in Giang Dien Industrial Zone delaying land utilization, of which 03/05 cases have delayed land utilization for more than 24 months beyond the schedule the land sublease committed subject and are agreements provincial-level People's Committee land recovery according to relevant regulations.

The recognition of Cost of Goods Sold for one-time land subleasing activities did not correspond with revenue; the State Audit recommended adjusting to reduce expenses by 4,231 million VND and increase State Budget collection of Corporate Income Tax accordingly by 846 million VND.

The acceptance, payment, and finalization procedures for certain items were not compliant; recommendations for adjustments include:

STATUS OF ADDRESSING STATE AUDIT RECOMMENDATIONS IN 2024

The Company submitted Document No. 492/SZG-KD dated 22/11/2024, reporting on land utilization status and cases of delayed land use at Giang Dien Industrial Zone to Dong Nai Provincial People's Committee, Dong Nai Industrial Zones Management Board, and Dong Nai Department of Natural Resources and Environment. The Dong Nai Committee issued People's Provincial dated 412/VP-KTN No. Document 14/02/2025, to the Company regarding the resolution of SZG's recommendations.

The Company has adjusted to reduce the Cost of Goods Sold by 4,231 million VND and remitted the corresponding Corporate Income Tax of 846 million VND to the State Budget in December 2024.

The Company has implemented adjustments to reduce the historical cost of Wastewater Treatment Plant No. 2 - Phase 2 assets, processing 61 million VND as other expenses of the Company (these expenses

+ Deduct from finalization the remuneration costs for the appraisal committee - Construction package for Wastewater Treatment Plant No. 2 - Phase 2, recovering 61 million VND for the investor

+ Reduce costs due to overlapping quantity calculations in acceptance documentation - Wastewater Treatment Plant No. 2 - Phase 2 construction: 15,157,824 VND

have been excluded as allowable expenses when calculating Corporate Income Tax).

The Company has adjusted to reduce the finalized value of Invoice No. 00000132, Form No. 1, Symbol C23TSE dated December 14, 2023, for the construction and installation of Wastewater Treatment Plant No. 2 - Phase 2 by 14,035,022 VND (excluding VAT).

6. Financial Situation of the Company:

No.	Note	31/12/2024	01/01/2024
A	CURRENT ASSETS	1,774,235,113,712	1.446.875.970.265
I	Cash and cash equivalents	648.255.427.367	41.173.270.652
II	Short-term financial investments	349.325.919.999	218.790.000.000
III	Short-term receivables	660.168.203.435	1.070.220.794.061
IV	Inventories	115.926.094.552	112.381.292.477
V	Other current assets	559.468.359	4.310.613.075
B	NON-CURRENT ASSETS	2.144.840.293.749	2.242.968.041.145
I	Long-term trade receivables	-	-
II	Fixed assets	231.386.869.472	243.644.945.957
III	Investment property	1.227.657.470.274	1.288.202.883.210
IV	Long-term assets in process	11.353.640.167	28.328.520.894
V	Long-term financial investments	•	
VI	Other non-current assets	674.442.313.836	682.791.691.084
*1	TOTAL ASSETS	3.919.075.407.461	3.689.844.011.410
С	LIABILITIES	3.011.430.271.234	2.900.182.298.646
I	Current liabilities	213.194.774.083	359.791.392.121
II	Non-current liabilities	2.798.235.497.151	2.540.390.906.525
D	OWNER'S EQUITY	907.645.136.227	789.661.712.764
I	Owner's equity	907.645.136.227	789.661.712.764
1	Owner's capital	548.980.000.000	548.980.000.000
2	Investment and development fund	94.403.770.564	57.187.379.178
3	Retained earnings	264.261.365.663	183.494.333.586
3	Retained earnings accumulated to the end of the previous period	107.737.994.167	183.494.333.586
	Retained earnings of the current period	156.523.371.496	
	TOTAL LIABILITIES AND OWNER'S EQUITY	3.919.075.407.461	3.689.844.011.410

According to the audited 2024 financial statements of the company

Key financial indicators:

Indicators	Unit	31/12/2024	31/12/2023
Asset Structure			
- Current assets/Total assets	%	45.27%	39.21%
- Non-current assets/Total assets	%	54.73%	60.79%
Capital Structure			
- Liabilities/Total capital	%	76.84%	78.60%
- Liabilities/Owner's equity	Times	3.32	3.67
- Owner's equity/Total capital	%	23.16%	21.40%

Liquidity Ratios			
- Current ratio	Times	8.32	4.02
- Quick ratio	Times	7.78	3.71
Profitability Ratios		Yea	r 2024
- Return on Assets (ROA)	%	4.	72%
- Return on Equity (ROE)	%	29	.81%
- Net profit margin	%	39	.92%

The financial indicators regarding profitability show that the company achieved stable business results in 2024.

The balance of Current Assets as of December 31, 2024, tends to increase significantly compared to the beginning of the period, while the Current Liabilities item tends to decrease compared to the beginning of the period (partly because in 2024, the company has fully settled all short-term and long-term loans from credit institutions). This is one of the factors causing the financial indicators in the liquidity ratio category to fluctuate sharply upward in 2024 compared to 2023.

C. COMPANY'S SHAREHOLDER SITUATION:

On July 3, 2024, Tuan Loc Construction Investment JSC transferred all 18 million SZG shares to other shareholders. From this date, Tuan Loc Construction Investment JSC is no longer a (major) shareholder of the company.

The Board of Supervisors summarizes the company's shareholder situation at the following points in time: The record date for the company's 2024 Annual General Meeting (March 25, 2024); The time before major shareholder Tuan Loc divested all capital from the company (June 28, 2024); The record date for the second dividend payment of 2023 - after Tuan Loc Company had transferred all its shares in SZG (August 29, 2024); As of December 31, 2024, and As of March 20, 2025.

Below is a comparative summary of the shareholder structure at these 4 time points.

			RE	CORD DATE	FOR SHARE	HOLDERS L	IST
Shareh olders	contents	Unit	25/03/2024 Before the 2024 AGM on 21/05/2024	28/06/2024 After the AGM, before the major shareholde r Tuan Loc fully divests on 03/07/2024	29/08/2024 After the major shareholde r Tuan Loc fully divested on 03/07/2024	31/12/2024	20/03/2025 Before the 2025 AGM
	Total number of	Organizati	06	09	07	07	07
Organi zations	organization al shareholder	Shares held - % of Charter Capital	48.27 Million shares 87.93%	51.87 Million shares 94.48%	33.87 Million shares 61.70%	33.87 Million shares 61.70%	33.87 Million shares 61.70%

	Major shareholder s	Organizati ons	02	02	01	01	01
	Sonadezi Corporation	Shares held - %	25.5 Million shares 46.45%	25.5 Million shares 46.45%	25.5 Million shares 46.45%	25.5 Million shares 46.45%	25.5 Million shares 46.45%
	Tuan Loc Company	of Charter Capital	18 Million shares 32.79%	18 Million shares 32.79%	-	-	-
Individ	Total number of	Individual s	143	147	148	134	139
uals	individual shareholder s	Shares held - % of Charter Capital	6.63 Million shares 12.07%	3.03 Million shares 5.52%	21.03 Million shares 38.30%	21.03 Million shares 38.30%	21.03 Million shares 38.30%

D. ASSESSMENT OF TRANSACTIONS BETWEEN RELATED PARTIES:

Transactions (purchase and sale of goods, services) between the company and companies in which members of the Board of Directors are business managers in 2024 are as follows:

No.	Member of the BoD SZG	Position at SZG	Company with transactions with SZG	Position at company with transactions with SZG	Transaction
1	Nguyen Thi Hanh	Chairwoman of the Board of Directors	Sonadezi Corporation (SNZ)	Deputy General Director, Board Member of SNZ	SZG leases land in Bien Hoa 1 Industrial Zone from SNZ SZG rents office space and provides services to SNZ at the Sonadezi Building
2	Hoang Sy Quyet	Board Member, General Director	Nhon Trach Green Tree Joint Stock Company	Chairman of the Board of Directors of Nhon Trach Green Tree Company	SZG hires fire prevention and fighting clearing services for concentrated green areas and industrial park infrastructure from Nhon Trach Green Tree Company

Detailed figures of these transactions are presented in the audited financial statements for 2024.

E. OPINIONS OF THE SUPERVISORY BOARD:

Through the supervisory activities conducted in 2024 and the assessment of both advantages and challenges facing the company in the current general economic situation, the Supervisory Board offers the following suggestions to the company:

- Continue to maintain staff training and improve human resource quality to ensure business operations. Build an increasingly better working environment and conditions so that the company's officers and employees have the opportunity to contribute their labor value and build the company based on cultivating and maximizing their individual capabilities.
- Review and update the internal management regulations system in a timely manner to align with changes in the legal system, while also considering the company's current situation to establish a reasonable regulatory framework for corporate governance.
- Place greater emphasis on cost management through process and documentation improvements, enhancing internal control of processes and documentation within the company. Overcome and improve the spirit of coordination and support between functional departments within the company structure. Expedite customer debt collection and find solutions for overdue debts.
- Strengthen timely, transparent, and public information disclosure regarding corporate governance to shareholders, investors, and regulatory authorities, ensuring the highest benefits for shareholders.
- Regarding investment project management: Focus on completing the construction of infrastructure items in Giang Dien Industrial Park to effectively meet customer needs. Implement basic construction audit activities according to the planned schedule for the coming year. Further enhance coordination with regulatory authorities in accordance with regulations to facilitate resolution of the company's outstanding issues.

F. PERFORMING GENERAL DUTIES OF THE SUPERVISORY BOARD ACCORDING TO REGULATIONS:

- Performing general duties of the Supervisory Board according to regulations:
- Monitor the implementation of the Resolution of the General Meeting of Shareholders.
- Supervise the management and administration activities of the Board of Directors, General Director, and other managers and executives according to the functions and duties prescribed.
- Evaluate the coordination between the Supervisory Board, the Board of Directors, the General Director, and shareholders.
 - Review and verify the company's financial statements.
- Conduct inspection, supervision, and prepare reports of the Supervisory Board on the results of inspection and supervision of the company's business operations.

Perform other tasks when they arise.

The above is the Report of the Supervisory Board on the inspection and supervision of business operations in 2024 - Sonadezi Giang Dien Joint Stock Company. The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval.

Sincerely,

The content of English disclosures shall be consistent with the content of the Vietnamese disclosures. In cases of discrepancies, the Vietnamese version of the information shall prevail.

ON BEHALF OF THE SUPERVISORY BOARD HEAD OF SUPERVISORY BOARD

Recipients:

- As above;

- BoD, BoM;

- Save: BoS

Nguyễn Thị Hayen Trong

APPENDIX

		Head	of BoS	Member of BoS		TOTAL BOS
		Ngo T. Thu Hien	Nguyen T. Huyen Trang	Nguyen Tu Loan	Tran Viet Long	INCOME
	Additional remuneration for 2023 ⁽¹⁾	71.708.954		35.854.477	35.854.477	143.417.908
	Temporary payment level according to 2024 plan	8.000.000 VND/month	8.000.000 VND/month	4.000.000 VND/month	4.000.000 VND/month	16.000.000 VND/month
	Number of working months in 2024	4,6 month	7,4 month	12 month	12 month	VIVD/IIIoitti
	Temporary remuneration paid in 2024 ⁽²⁾	36.872.000	59.128.000	48.000.000	48.000.000	192.000.000
Remuneration	Additional remuneration for 2024 ⁽³⁾	48.739.000	78.159.000	63.449.000	63.449.000	253.796.000
	Total remuneration for 2024 ^{(2) +}	85.611.000	137.287.000	111.449.000	111.449.000	445.796.000
	Total remuneration actually received in 2024 ^{(1) + (2)}	108.580.954	59.128.000	83.854.477	83.854.477	335.417.908
	Holiday on 30/04, 01/05	4.000.000		4.000.000	4.000.000	12.000.000
	Company establishment day		5.000.000	5.000.000	5.000.000	15.000.000
	Holiday on 02/09		5.000.000	5.000.000	5.000.000	15.000.000
• projections to the Court	New Year 2025		2.000.000	2.000.000	2.000.000	6.000.000
Bonuses	Total bonuses paid in 2024	4.000.000	12.000.000	16.000.000	16.000.000	48.000.000
	Provisional allocation from 2024 Management Bonus Fund	21.505.376	30.107.527	25.806.451	25.806.451	103.225.805

No: 132/TTr-SZG

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Dong Nai, March XX..., 2025

PROPOSAL

On the approval of the audited Financial Statements for 2024

To: The Annual General Meeting of Shareholders in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;
- Pursuant to the Resolution of the Annual General Meeting of Shareholders 2024;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the 2024 financial statement, audited by A&C Auditing and Consulting Company Limited, and reviewed by the Company's Supervisory Board (the 2024 financial statement is attached).

The following are some key indicators:

No.	Indicator	Value (VND)
1	Total assets	3,919,075,407,461
2	Owner's equity	907,645,136,227
3	Net revenue	463,076,641,105
4	Total costs	233,913,263,203
5	Before tax profit	229,163,377,902
6	Corporate income tax	44,298,087,907
7	After tax profit	184,865,289,995

The above is the 2024 audited financial statement, respectfully submitted for consideration and approval by the General Meeting of Shareholders.

Best regards.

Recipients: W

- As above:
- Organizing Committee of the AGM in 2025;
- File: Doc. of the AGM, BoD.

ON BEHALF OF THE BOARD

OF DIRECTORS CHAIRWOMAN

CÔNG TY CÓ PHẨN

SONADEZI GIANG ĐIỀN

Nguyen Thi Hanh

No.: 18.5. /TTr-SZG

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

Dong Nai, March . 2025

PROPOSAL

On the approval of remuneration payment in 2024, remuneration plan and operating budget for 2025 of the Board of Directors and the Board of Supervisors

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/6/2020;

Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;

Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;

Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2024.

The Board of Directors respectfully submits the following for the consideration of the General Meeting of Shareholders:

1. Settlement of remuneration for 2024 of the Board of Directors and the Board of Supervisors of the Company:

(Unit: VND)

No.	Content	Remuneration Paid in 2024 (VND)
1	Remuneration of the Board of Directors:	504,000,000
	Remuneration of Chairwoman of the Board of Directors (01 person)	120,000,000
-	Remuneration of member of the Board of Directors (05 people)	384,000,000
2	Remuneration of the Board of Supervisors:	192,000,000
-	Remuneration of Head of the Board of Supervisors (02 people)	96,000,000
-	Remuneration of member of the Board of Supervisors (02 people)	96,000,000
	Total remuneration	696,000,000

- Planned remuneration for 2024: 1,346,675,000 VND.
- Remuneration approved by Resolution of the AGM in 2024: 1,616,010,000 VND.
- Additional remuneration to be paid: 920,010,000 VND.

2. Remuneration plan, bonuses of the Board of Directors, Board of Supervisors , and operating budget for 2025 :

2.1. Remuneration plan and bonuses for the Board of Directors and Board of Supervisors

(Unit: VND)

No.	Content	Plan for 2025 (VND)
1	Total remuneration fund plan for 2025 (1% of after- tax profit)	1,720,380,000 VND
2	Monthly temporary remuneration:	
) 	Temporary monthly remuneration of the Chairman of the Board of Directors	10,000,000 VND/ per person/month
-	Temporary monthly remuneration of the member of the Board of Directors	8,000,000 VND per person/month
-	Temporary monthly remuneration of Head of the Board of Supervisors	8,000,000 VND per person/month
-	Temporary monthly remuneration of member of the Board of Supervisors	4,000,000 VND per person/month

Note: Based on the business results in 2025, the actual remuneration fund of the Board of Directors and the Board of Supervisors will be settled at 1% of the actual after-tax profit (but not exceeding 1.2% of the planned after-tax profit).

- 2.2. Operating budget for the Board of Directors and the Board of Supervisors in 2025:
 - The Board of Directors: 50,000,000 VND.
 - The Board of Supervisors: 25,000,000 VND.

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

Sincerely.

Recipients: W

- As above;

- Organizing Committee of the AGM in 2025;

- File: Office, BOD.

ON BEHALF OF THE BOARD OF

DIRECTORS MAIRWOMAN

CÓNG TY CÓ PHẨN

SONADEZI GIANG ĐIỀN

Nguyen Thi Hanh

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No.: J84/TTr-SZG

Dong Nai, March . M., 2025

PROPOSAL On the after-tax profit distribution plan for 2024

To: The Annual General Meeting of Shareholders in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated 17/6/2020;
- Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;
- Pursuant to the Resolution of the General Meeting of Shareholders and the business results of 2024;

The Board of Directors respectfully submits on the after-tax profit distribution plan for 2024 as follows:

1. After-tax profit distribution in 2024

(Unit: VND)

No.	Indicators	Percentage (%)	2024
1	Profit After Tax for 2024		184,865,289,995
2	Allocation of funds	33.3%	61,617,670,699
a	Development investment fund	30.0%	55,459,586,999
ь	Bonus and welfare fund	2.0%	3,697,305,800
	Employee reward fund		1,848,652,900
Including:	Employee welfare fund		1,848,652,900
c	Social welfare - community fund	1.0%	1,848,652,900
d	Management bonus fund	0.3% of planned after-tax profit + 1% of excess after-tax profit (The total reward fund allocation rate for managers shall not exceed 0.5% of the planned after-tax profit)	612,125,000
3	Remaining profit after fund allocation		123,247,619,296
4	Retained profit from previous years		107,737,994,167
5	Total remaining profit		230,985,613,463
6	Dividend distribution (15% of charter capital)		82,347,000,000
7	Remaining profit carried forward to next year		148,638,613,463

The Board of Directors respectfully submits this for the General Meeting of Shareholders to consider and approve.

Sincerely.

Recipients: W

- As above;

- Organizing Committee of the AGM in 2025;

- File: Office, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairwoman

CÔNG TY CỔ PHẨN

0347403

SONADEZI GIANG ĐIỀN

HOA-1. Nguyen Thi Hanh

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No: ASS. /TTr-SZG

Dong Nai, March . St., 2025

PROPOSAL On the profit distribution plan and dividend rate for 2025

To: The Annual General Meeting of Shareholders in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the proposal regarding the distribution plan for profit after tax and dividend ratio for 2025, as follows:

1. Projected profit distribution - allocation to funds for the year 2025 :

No.	Indicator	Allocation percentage
1	Development investment fund	30% of actual profit after tax
2	Bonus and welfare fund 1% of actual pro	
3	Social welfare and community fund	0.1% of actual profit after tax
4	Manager reward fund	 If actual profit after tax ≤ planned profit after tax: 0.3% x actual profit after tax. If actual profit after tax > planned profit after tax: 0.3% x planned profit after tax + 1% x excess profit (total reward fund percentage for managers not exceeding 0.5% of planned profit after tax)

2. The proposed dividend payout ratio for 2025 is 15% of the charter capital.

Respectfully submitted for the General Meeting of Shareholders' review and approval.

Best regards.

Recipients: Www

- As above:

- Organizing Committee of the AGM in 2025;

- File: Doc. of the AGM, BoD.

ON BEHALF OF THE BOARD OF

DIRECTORS CHAIRWOMAN

CONG TY CÓ PHẨN SONADEZI

GIANG ĐIỀN

Mguyen Thi Hanh

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CÓ PHẨN
SONADEZI (SC / TTr-SZG-BKS

Dong Nai, March &8.., 2025

PROPOSAL

on the selection of an auditor for the Financial Statements 2025

To: The Annual General Meeting of Shareholders in 2025

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;

In order to enhance professionalism in management and transparency in business activities, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval to authorize the Board of Directors to select one of the following three auditing firms to audit the 2025 financial statement of Sonadezi Giang Dien Shareholding Company:

No.	Auditing firm	Contact address		
A&C Auditing and Consulting Company Limited		02 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City		
2	RSM Vietnam Auditing & Consulting Company Limited	147-147Bis Hai Ba Trung, Vo Thi Sau Ward, District 3, Ho Chi Minh City		
3 VACO Auditing Company Limited		12A Floor, 319 General Corporation Building, 63 Le Van Luong St., Trung Hoa Ward, Cau Giay District, Hanoi City		

These auditing firms are legally operating in Vietnam and are on the list approved by the State Securities Commission for auditing listed companies.

Respectfully submitted for the General Meeting of Shareholders' review and approval.

Sincerely,

The content of English disclosures shall be consistent with the content of the Vietnamese disclosures. In cases of discrepancies, the Vietnamese version of the information shall prevail.

Recipients:

- As above;
- Organizing Committee of the AGM in 2025;
- File: Doc. of the AGM, BoD.

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD

Trang Nguyễn Thi Huyên Trang

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No: .れた./TTr-SZG

Dong Nai, April M., 2025

PROPOSAL

On the dismissal and additional election of member of the Board of Supervisors for the remaining period of Term II (2022-2027)

To: The Annual General Meeting of Shareholders in 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019
- Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the dismissal and additional election of a member of the Board of Supervisors as follows:

1. Dismissal of a member of the Board of Supervisors:

Based on the resignation letter from Mrs. Nguyen Thi Huyen Trang, the Board of Directors proposes the General Meeting of Shareholders approve the dismissal of Mrs.

Nguyen Thi Huyen Trang as a member of the Board of Supervisors, effective from the date the Resolution of the 2025 Annual General Meeting of Shareholders is passed.

2. Additional election of a member of the Board of Supervisors:

Based on the nomination/application letter from the shareholder is

After evaluating the candidate's capacity and qualities in accordance with legal standards and the Company's Charter, the Board of Directors proposes the following candidate for election by the General Meeting of Shareholders to supplement the Board of Supervisors for the remaining term (2022-2027):

No.	Full name	Professional qualifications	Nominating shareholder	Current position and work place
1	Ms. Trinh Thi Hoa	Bachelor's in Enterprise Accounting; Master's in Business Administration	Sonadezi Corporation	- General Management Staff at Sonadezi Corporation - Member of Superviors at Sonadezi Long Thanh Shareholding Company - Member of Superviors at Sonadezi Chau Duc Shareholding Company

(Candidate's resume is attached.)

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

Sincerely,

Recipients:

- As above;
- Organizing Committee of the AGM in 2025;

- File: Doc. of the BoD.

ON BEHALF OF THE BOARD OF

DIRECTORS S60347403 CHAIRWOMAN

CÔNG TY CỐ PHẨN

SONADEZI GIANG ĐIỀN

Nguyen Thi Hanh

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CANDIDACY/ NOMINATION FORM FOR A CANDIDATE TO THE BOARD OF SUPERVISORS SONADEZI GIANG DIEN SHAREHOLDING COMPANY

To: Sonadezi Giang Dien Shareholding Company

I/We, as a shareholder of Sonadezi Giang Dien Shareholding Company, currently own and/or represent ownership of 25,500,000 shares, accounting for 46.45% of the charter capital of Sonadezi Giang Dien Shareholding Company, hereby nominate the following candidate:

Ms.: Trinh Thi Hoa

ID number: 001184049733 Date of issue: 13/06/2023 Place of issue: The police department on administrative management of social order.

Contact address: 89 Dang Nguyen, Long Binh Ward, Bien Hoa City, Dong Nai Province

Professional qualifications: Master's in Business Administration

Currently owning: 1,200 shares

Holding 0.0021% of the charter capital of Sonadezi Giang Dien Shareholding Company,

To be nominated as a candidate for election to the Board of Supervisors of Sonadezi Giang Dien Shareholding Company for the remaining period of Term II (2022-2027) at the Annual General Meeting of Shareholders in 2025.

Sincerely appreciate./.

Dong Nai, April 02nd, 2025

SHAREHOLDER/REPRESENTATIVE OF THE SHAREHOLDER

(Signed)

Attached documents:

- Candidate's resume, a copy of degree, ID card/passport (for foreign individuals);
- If the candidate/nominator is a representative authorized by the shareholder, a valid power of attorney is required.
- If the shareholder is a legal entity, the legal representative must sign, seal, and provide a certified copy of the Business Registration Certificate

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Photo 3x4

RESUME

1. Full name: Trinh Thi Hoa

Gender: Female

2. Nationality: Vietnam

Date of birth: 09/01/1984

3. Place of birth: Hanoi

4. ID Number: 001184049733

5. Place of issue: Police Department on Administrative Management of Social Order

Date of issue: 13/6/2023

6. Permanent address: P9 K4, Bach Khoa Ward, Hai Ba Trung District, Hanoi City

7. Current address: 89 Dang Nguyen Street, Long Binh Ward, Bien Hoa City, Dong

Nai Province

8. Cultural level: 12/12

9. Professional qualifications: Bachelor's in Enterprise Accounting; Master's in

Business Administration

10. Educational and professional training history, certifications:

Institution Name	Specialization	From month year to month year	Mode of training	Degree or certification obtained
Food and	Food Inspection	2002-2004	Full-time	Vocational
Agricultural		, 1		Secondary
Technical		,		Education
School	9 A 9	2	e	
Lac Hong	Accounting	2005-2007	Full-time	Intermediate
University				Level
Ho Chi Minh	Publishing	2005-2007	Full-time	Intermediate
City University				Level
of Culture				
Electric Power	Accounting	2012-2015	Full-time -	Bachelor's
University		2 W ×	Advanced	
	a a		Standing	
Ho Chi Minh	Business	2019-2021	Full-time	Master's
City University	Administration	, ,	79	
of Economics				

11. Work Experience:

From month year to month year	Position	Unit of Employment	
From Oct/2007 to	Business Staff	Sach Hoa Hong Co., Ltd	
May/2009			
From Jun/2009 to Mar/2011	-	Food and Agricultural	
		Technical School	
From May/2011 to	Accounting Department	Sonadezi Corporation	
Aug/2015	Staff		
From Sep/2015 to Jan/2016	Human Resources Staff	Sonadezi Corporation	
From Feb/2016 to Jul/2017	Human Resources Staff	Sonadezi Corporation	
From Aug/2017 to Present	General Management Staff	Sonadezi Corporation	

12. Current Position:

From month year to month year	Position	Unit of Employment	
From Apr/2021 to Present	Member of Superviors	Sonadezi Long Thanh	
		Shareholding Company	
From Mar/2020 to Present	Member of Superviors	Sonadezi Chau Đuc	
		Shareholding Company	

13. Family Relationships (father, mother, siblings, spouse, and children):

Relationship	Full Name	Year of birth	Permanent address	Occupation	Unit of employment (if any)
Mother	Quach Thi Tuoi	1941	Bach Khoa Ward, Hai Ba Trung District, Hanoi City	Retired	-
Older Sister	Trinh Hong Anh	1982	66/2/21, Hiep Binh Street, Hiep Binh Ward, Thu Duc, Ho Chi Minh City	Factory Worker	Bien Hoa Chemical Factory
Husband	Le Minh Hai	1980	Hamlet 5, Thuong Tan Commune, Bac Tan Uyen District, Binh	-	-

			Duong Province	e		
Child	Le Minh	2023	89	Dang	Young	Freelance
	Hoai Khue		Nguyer	ı,	Child	
			Long	Binh		y H
			Ward,	Bien		
			Hoa	City,		
			Dong	Nai		a
			Provinc	ee		

- 14. Number of shares owned: 1,200 shares, accounting for 0.0021% of Charter Capital.
- 15. Number of representative shares owned: 4,638,760, accounting for 8.45% of Charter Capital.
- I hereby declare that the above information is entirely true, and I take full responsibility before the law for any false statements.

Dong Nai, April 09th, 2025

DECLARANT

(Signed)

TRINH THI HOA

SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness

No: 187/TTr-SZG

Dong Nai, March, 2025

PROPOSAL

On amending the Company's Charter, Corporate Governance Regulations, and Operating Regulations of the Board of Director of Sonadezi Giang Dien Shareholding Company

To: The Annual General Meeting of Shareholders in 2025

Pursuant to the Enterprise Law No. 59/2020/QH14 ngày 17/6/2020

Pursuant to the Law No. 03/2022/QH15 dated 11/01/2022, on the amendment and supplementation of several articles of the Public Investment Law, the Public-Private Partnership Investment Law, the Investment Law, the Housing Law, the Bidding Law, the Electricity Law, the Enterprise Law, the Special Consumption Tax Law, and the Civil Judgment Enforcement Law;

Pursuant to the Securities Law No. 54/2019/QH14 dated 26/11/2019;

Pursuant to the Law No. 56/2024/QH15 dated 29/11/2024, on the amendment and supplementation of several articles of the Securities Law, the Accounting Law, the Independent Audit Law, the State Budget Law, the Public Asset Management and Usage Law, the Tax Management Law, the Personal Income Tax Law, the National Reserve Law, and the Administrative Violation Handling Law;

Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government on detailed regulations for implementing several provisions of the Securities Law;

Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government, detailing the implementation of certain provisions of the Securities Law;

Pursuant to the Charter of Sonadezi Giang Dien Shareholding Company,

Based on the changes in the laws and the actual situation of the Company, along with the goal of continuously improving and strengthening the Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the proposed amendments and supplements to the Charter, the Company's Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors of Sonadezi Giang Dien Shareholding Company, as detailed below:

Current content	Proposed amendments and supplements	Explanation	
I. CHARTER			
Article 1. Definitions	Article 1. Definitions.		
1. In this Charter, the following terms	1. In this Charter, the following terms are		

Current content	Proposed amendments and supplements	Explanation	
are defined as follows:	defined as follows:		
b. "Enterprise Law" refers to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;	b. "Enterprise Law" refers to the Enterprise Law No. 59/2020/QH14 dated 17/6/2020 as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022;	Update	
c. "Securities Law" refers to the Securities Law No. 54/2019/QH14 dated November 26, 2019;	c. "Securities Law" refers to the Securities Law No. 54/2019/QH14 dated 26/11/2019 as amended and supplemented by Law No. 56/2024/QH15 dated;	Update	
	n. "Shareholder's contact address" refers to the address of the shareholder in the list of securities owners provided by the Vietnam Securities Depository at the most recent time.	Clarifying that the company is only obligated to send documents and materials to the address of the shareholder provided by the VSDC	
Article 2. Name, form, head office,	Article 2. Name, form, head office,	Update	
branches, representative offices, and	branches, representative offices, and		
operating duration of the Company	operating duration of the Company		
- Expected securities code: SZG.	- Securities code: SZG		
Article 3. Legal Representative of the		Remove this	
Company		content to align	
3. Information on the Company's		with the actual	
Branch		situation of the	
- Sonadezi Giang Dien Shareholding		Company	
Company – Dong Nai Villas Branch.			
- Address: Lot A17, A18 Phu Dong			
Thien Vuong Street, Ward 8, Da Lat			
City, Lam Dong Province. Article 9. Share Transfer	Article 9. Share Transfer	Adjust to align	
1. All shares are freely transferable	1. All shares are freely transferable	with the actual	
unless otherwise provided by this Charter	unless otherwise stipulated by this	situation of the	
and the law. When the Company's shares	Charter and the law. The Company's	Company	
are listed on the Stock Exchange or	shares, once registered for trading on		
registered for trading on UPCOM, the	UPCOM and listed on the Stock		
transfer shall comply with the regulations	Exchange, may be transferred in		
of the Securities Law and the securities	accordance with the regulations of the		
market.	Securities Law and the securities market.	1 1 1	
Article 20. Conditions for passing	Article 20. Conditions for passing	Amended in accordance	
resolutions of the General Meeting of Shareholders	resolutions of the General Meeting of Shareholders	with Clause 5,	
		Article 7 of	
1. Resolutions of the General Meeting of	1. Resolutions of the General Meeting of	Arncie / or	

Current content	Proposed amendments and supplements	Explanation
shall be passed if approved by at least 65% of the total voting shares of all shareholders attending the meeting: 3. Except for the cases specified in Clauses 1 and 2 of this Article, resolutions of the General Meeting of Shareholders on other matters shall be passed if approved by more than 50% of the total voting shares of all shareholders attending the meeting.	shall be passed if approved by at least 65% of the total voting shares of all shareholders attending and voting at the meeting: 3. Except for the cases specified in Clauses 1 and 2 of this Article, resolutions of the General Meeting of Shareholders on other matters shall be passed if approved by more than 50% of the total voting shares of all shareholders attending and voting at the meeting.	03/2022/QH15 dated 11/01/2022
Article 29. Meetings of the Board of Directors 6 The notice of the Board of Directors meeting may be sent by paper, phone, fax, electronic means, and must ensure delivery to the contact address of each Board member registered at the Company.	Article 29. Meetings of the Board of Directors 6 The notice of the Board of Directors meeting may be sent by invitation letter, phone message, email, fax, or other electronic means, ensuring delivery to the contact address of each Board member registered at the Company.	Clarify
Article 57. Internal Dispute Resolution 2. In the event that a resolution is not reached within 06 weeks from the start of the mediation process, or if the decision of the mediator is not accepted by the parties, any party may bring the dispute to arbitration or the court.	Article 57. Internal Dispute Resolution 2. If a resolution is not reached within 06 weeks from the commencement of the mediation process, or if the decision of the mediator is not accepted by the parties, any party may bring the dispute to the competent court.	
3. Each party shall bear its own costs related to the negotiation and mediation procedures. The payment of court fees shall be made in accordance with the court's judgment.	3. Each party shall bear its own costs related to the negotiation and mediation procedures. The payment of court fees shall be made in accordance with the court's judgment/decision.	
II. THE REGULATIONS ON CORPO	RATE GOVERNANCE	
Article 4. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors 3. Procedure for electing members of the Board of Directors: a. The list of candidates for the Board of Directors must be approved by the General Meeting of Shareholders before the election process begins.	Article 4. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors 3. Procedure for electing members of the Board of Directors: Remove point a Move points b and c to become points a and b	Remove the current point a as it is not in compliance with the Enterprise Law

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Current content	Proposed amendments and supplements	Explanation
c Article 6. Nomination, candidacy, election, dismissal, and removal of members of the Board of Supervisors 3. Procedure for electing members of the Board of Supervisors: a. The list of candidates for the Board of Supervisors must be approved by the General Meeting of Shareholders before the election process begins. b c	Article 6. Nomination, candidacy, election, dismissal, and removal of members of the Board of Supervisors 3. Procedure for electing members of the Board of Supervisors: Remove point a Move points b and c to become points a and b	Remove the current point a as it is not in compliance with the Enterprise Law
	THE BOARD OF DIRECTORS OF TH	IE COMPANY
Article 4. Rights and Duties of the Board of Directors	Article 4. Rights and Duties of the Board of Directors b. Provide feedback within 15 days from the date of receiving the documents/materials for the Board of Directors' opinion in writing.	Supplement the content to align with the actual situation of the Company
Article 9. Minutes of the Board of Directors' Meeting 2. In the event that the chairwoman or the person recording the minutes refuses to sign the minutes of the meeting, the minutes shall still be valid if signed by all other members of the Board of Directors attending the meeting, and if the content complies with the requirements set out in points a, b, c, d, e, g, and h of Clause 1 of this Article.	Article 9. Minutes of the Board of Directors' Meeting 2. In the event that the chairwoman or the person recording the minutes refuses to sign the minutes of the meeting, the minutes shall still be valid if all other members of the Board of Directors attending the meeting agree to approve and sign the minutes, and if the content complies with the requirements set out in points a, b, c, d, e, g, and h of Clause 1 of this Article. The minutes shall clearly state that the chairwoman or the person recording the minutes refused to sign the minutes. The person who signs the minutes shall be jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairwoman and the person recording the minutes shall be personally responsible for any damages incurred by the company due to their refusal to sign the minutes, in accordance with the provisions of this Law, the company's Charter, and relevant laws.	Amended in accordance with Clause 6, Article 7 of Law No. 03/2022/QH15 dated 11/01/2022
Article 19. Effectiveness	Article 19. Effectiveness	
2. The members of the Board of	2. The members of the Board of	

Current content	Proposed amendments and supplements	Explanation
representatives of the Company's capital, the Heads of Departments, the Chief of Office, and relevant staff members are	Directors, the Board of Management, the representatives of the Company's capital, the Directors/Deputy Directors, and relevant staff members are responsible for implementing and executing the provisions.	

(The draft Charter, The Regulations on Corporate Governance, and Operating Regulations of the Board of Directors of the Company, as amended and supplemented, are attached)

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

Sincerely./.

Recipients: UW

- As above;

- Organizing Committee of the AGM in 2025

- File: Office, BoD.

ON BEHALF OF THE BOARD OF DIRECTORS

SU0347403, CHAIRWOMAN

CÔNG TY CỐ PHẨN

SONADEZI GIANG ĐIỀN

Nguyen Thi Hanh