

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
SONADEZI LONG THANH SHAREHOLDING COMPANY

Pursuant to the Charter of Sonadezi Long Thanh Shareholding Company;
Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders
dated April 17, 2025.

RESOLUTION:

Article 1. Approval of The audited financial statements for the fiscal year 2024.

Article 2. Approval of the 2024 business performance report and the 2025 business plan with key contents as follows:

- Results of revenue, profit before tax, and profit after tax as presented in the audited financial statements for 2024.

No.	Indicator	Unit	Plan	Actual	Performance vs. Plan (%)
			(2)	(3)	(4)=(3)/(2)
1	Total Revenue	Million VND	458,470	515,825	112.5%
2	Profit Before Tax	Million VND	106,550	126,364	118.6%
3	Profit After Tax	Million VND	85,071	104,572	122.9%
4	Return on Equity (ROE)	%	22.86%	28.04%	122.6%
5	Taxes and Other Payments to the State Budget	Million VND	25,749	48,845	189.7%
6	Capital Expenditure	Million VND	203,493	118,557	58.2%
7	Compensation Costs for New Projects	Million VND	421,346	4,297	1.02%

(Source: Audited Financial Statements of 2024)

- Business Targets for 2025 as below:

No.	Indicator	Unit	Value
1	Total Revenue	Million VND	534,152
2	Profit Before Tax	Million VND	130,499
3	Profit After Tax	Million VND	104,181
4	Capital Expenditure Plan	Million VND	610,521.8
5	Projected Dividend Payout Ratio	%	25%
6	2025 Salary Fund:	VND	23,595,503,000
	- Management Salary Fund	VND	5,184,000,000
	- Employee Salary Fund	VND	18,411,503,000

Article 3. Approval of the Profit Distribution Plan After Tax for 2024, Dividend Payout Ratio for 2024, and the Projected Profit Distribution Plan After Tax and Dividend Payout Ratio for 2025, as below:

a. Fund Allocations and Dividends for 2024

No.	Description	Percentage	Value (VND)	Notes
1	After-tax profit	-	104,572,311,833	
2	Fund allocation	24.60%	25,724,338,000	
2.1	Development and Production Investment Fund	10%	10,457,000,000	
2.2	Other Funds	14.6%	15,267,338,000	
<i>a</i>	<i>Employee Reward and Welfare Fund</i>	<i>7.99%</i>	<i>8,355,000,000</i>	
<i>b</i>	<i>Social and Community Work Fund</i>	<i>2.00%</i>	<i>2,091,446,000</i>	
<i>c</i>	<i>Management Reward Fund</i>	<i>0.61%</i>	<i>638,000,000</i>	
<i>d</i>	<i>Related Parties Bonus Fund</i>	<i>1.00%</i>	<i>1,045,723,000</i>	
3	Remaining profit after fund allocation	-	78,847,973,833	
4	Profit allocation from one-time recognized revenue areas	-	5,845,686,000	
5	Dividends	30%	82,033,620,000	
6	Retained earnings carried forward from the previous year	-	185,313,660,102	
7	Retained earnings adjustments from previous periods	-	8,050,433,626	
8	Adjustment of remaining after-tax profit from previous years	-	(32,363,723,151)	
9	Remaining profit carried forward to the next year	-	166,797,579,410	-

b. Profit distribution plan after tax and dividend payout ratio for 2025

Fund Allocation for 2025:

No.	Item	Ratio
1	Development Investment Fund	10%
2	Other Funds	20%
	Total Fund Allocation	30%

The projected dividend payout ratio for 2025 is 25% of charter capital.

Article 4. Approval of the Report on the Activities of the Board of Directors in 2024 and the Plan for 2025.

Article 5. Approval of the Remuneration/salary for the Board of Directors and the Supervisory Board in 2024, and the remuneration/salary plan for 2025 for

members of the Board of Directors/Supervisory Board of Sonadezi Long Thanh Shareholding Company. The specific contents are as follows

a. Remuneration/Salary for the Board of Directors and the Supervisory Board in 2024:

- Salary of the Full-time Head of the Supervisory Board: VND 31,800,000/month
- Remuneration for BOD members (07 members): VND 8,000,000/person/month
- Remuneration for SB members and the Company Secretary (03 persons): VND 4,000,000/person/month

Based on the business performance in 2024, the actual remuneration for the Board of Directors and the Supervisory Board has been adjusted in accordance with Circular 28/2016/TT-BLĐTBXH, amounting to VND 1,581,000,000.

The total salary fund for the Full-time Head of the Supervisory Board, as determined in the final payroll settlement for the year, is VND 814,399,000.

b. Remuneration/Salary for the Board of Directors and the Supervisory Board in 2025:

- Remuneration for BOD members (07 members): VND 8,000,000/person/month
- Salary of the Full-time Head of the Supervisory Board: VND 31,800,000/month
- Remuneration for SB members and the Company Secretary (03 persons): VND 4,000,000/person/month

Based on the business performance in 2025, the salary fund for the Full-time Head of the Supervisory Board and the actual remuneration for the Board of Directors and the Supervisory Board will be adjusted in accordance with Circular 28/2016/TT-BLĐTBXH.

The General Meeting of Shareholders (GMS) authorizes the Board of Directors to approve adjustments related to salaries and remuneration within the authority of the GMS (if any) after Decree No. 44/2025/ND-CP comes into effect and official guidelines from the relevant authorities are issued. The Board of Directors will report these salary and remuneration adjustments at the next GMS meeting.

Article 6. Approval of the 2024 Evaluation Report by the Independent Member of the Board of Directors.

Article 7. Approval of the Supervisory Board's Report on the 2024 Activities of Sonadezi Long Thanh Shareholding Company.

Article 8. Approval of the selection of the audit firm for the 2025 Financial Statements:

The General Meeting of Shareholders approves the list of audit firms and authorizes the Board of Directors to select one of the following three firms to perform the audit of the 2025 Financial Statements of Sonadezi Long Thanh Shareholding Company in accordance with State regulations:

1. A&C Auditing and Consulting Co., Ltd.
2. RSM Vietnam Auditing and Consulting Co., Ltd.
3. Southern Auditing and Accounting Financial Consulting Services Co., Ltd. (AASCS)

Article 9. Approval of the Amendment of the Company's Charter:

The General Meeting of Shareholders approves the amended and supplemented Charter of Sonadezi Long Thanh Shareholding Company, consisting of 21 chapters and 60 articles.

(The draft Charter is attached.)

Article 10. Approval of the Amendment to the Company's Internal Corporate Governance Regulation

The General Meeting of Shareholders approves the amended and supplemented Internal Corporate Governance Regulations of Sonadezi Long Thanh Shareholding Company, consisting of 07 articles.

(The draft of the Internal Corporate Governance Regulation is attached.)

Article 11. Approval of the Amendment to the Board of Directors' Operational Regulation

The General Meeting of Shareholders approves the amended and supplemented Operational Regulation of the Board of Directors of Sonadezi Long Thanh Shareholding Company, consisting of 07 chapters and 23 articles.

(The draft Operational Regulation is attached.)

Article 12. This Resolution was fully approved by the 2025 Annual General Meeting of Shareholders of Sonadezi Long Thanh Shareholding Company with a voting rate of% of the total shares with voting rights at the General Meeting held on April 17, 2025. This Resolution takes effect from the date of signing.

Recipients:

- All Shareholders;
- Archives: AGM File

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

Nguyen Van Tuan