DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION
No: 292/SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Dong Nai, April 26th, 2025

INFORMATION DISCLOSURE

To:
- The State Securities Commission;
- Hanoi Stock Exchange.

I. Name of company: SONADEZI CORPORATION

- Ticker symbol: SNZ

- Address of head office: No.1, Road 1, Bien Hoa I Industrial Park, An Bình Ward, Biên Hòa City, Đồng Nai Province.

- Telephone: (0251) 8860561 Fax: (0251) 8860573

- Email: contact@sonadezi.com.vn

II. Content of Disclosure:

Resolution and Minutes Of the 2025 Annual General Meeting of Shareholders.

III. This information was disclosed on the Sonadezi Corporation's website on April, 26th, 2025 at the following link: http://sonadezi.com.vn/quan-he-co-dong/.

Attached documents:

- Resolution No 96/NQ-SNZ-QTTH dated Apiril 25th,2025;

- Minutes No 282/BB-SNZ-QTTH dated Apiril 25th,2025;

- The Materials for the 2025 Annual General Meeting of Shareholders.

We certify the truthfulness of the information disclosed above and take full responsibility before the law for the content of the disclosed information.

Sincerely.

"In case of any discrepancy or different understanding between the information in English and Vietnamese, the information in Vietnamese shall prevail."

Recipients:
- As above;
- Archived: Office, General Dept.

ON BEHALF OF THE GENERAL DIRECTOR
PERSON AUTHORIZED TO
DISCLOSE INFORMATION

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP BIÊN HÒA - T. ĐỒNG NAI

Pham Tran Hoa Hiep

SONADEZI
TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP
28.04.2025 10:40:02 +07:00

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No: 96/NQ-SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-25

RESOLUTION
2025 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS

Pursuant to Enterprise Law No. 59/2020/QH14 dated 2020-06-17, amended and supplemented by Law No. 03/2022/QH15 dated 2022-01-11;

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to the contents of the 2025 Annual General Meeting of Shareholders;

Pursuant to the Minutes of the voting ballot counting at the 2025 Annual General Meeting of Shareholders;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No 282/BB-SNZ-QTTH dated 2025-04-25,

RESOLUTION:

Article 1. The 2025 Annual General Meeting of Shareholders has voted to approve the following contents:

1. Approving Report No. 260/BC-SNZ-QTTH dated 2025-04-17 on the business performance in 2024 and the plan for 2025 with the following main contents:

1.1. Business Performance in 2024:

Unit: million VND

No.	Items	Plan	Actual	% Actual/ Plan
	Charter capital	3,765,000	3,765,000	100.00%
	Parent company (Separate)			
1	Total Revenue	695,038	773,017	111.22%
2	Profit before tax	504,578	525,360	104.12%
3	Profit after tax	462,012	515,323	111.54%
4	State budget contribution	60,019	64,857	108.06%
5	Return on equity	11.96%	13.21%	110.45%
	Consolidated			
1	Total Revenue	6,366,350	6,172,194	96.95%

No.	Items	Plan	Actual	% Actual/ Plan
2	Profit before tax	1,631,421	1,946,883	119.34%
3	Profit after tax	1,370,394	1,619,396	118.17%
4	State budget contribution	651,314	752,180	115.49%
5	Return on equity	15.27%	18.37%	120.30%

1.2. Business plan for 2025:

Unit: million VND

No.	Items	Parent company (Separate)	Consolidated
1	Charter capital	3,765,000	3,765,000
2	Total Revenue	793,647	6,680,434
3	Profit before tax	522,052	1,711,723
4	Profit after tax	510,477	1,403,613
5	State budget contribution	59,387	744,840
6	Return on equity	13.01%	15.46%

2. Approving the 2024 separate financial statements and consolidated financial statements audited by RSM Vietnam Auditing & Consulting Co., Ltd.

3. Approving Report No. 261/BC-SNZ-QTTH dated 2025-04-17 of the Board of Directors on the activities in 2024 and the direction of activities for 2025.

4. Approving Report No. 262/BC-SNZ-KS dated 2025-04-17 of the Board of Supervisors on the inspection and supervision of business activities in 2024.

5. Approving Proposal No. 263/TTr-SNZ-QTTH dated 2025-04-17 regarding salaries and remunerations:

5.1. Salaries and remunerations of the Board of Directors and Board of Supervisors, implemented in 2024 compared to the plan:

Unit: VND

No.	Content	Plan	Implemented
I	Average monthly expenditure		
1	Salary of the Chairman of the Board of Directors	88,900,000	138,364,469
2	Salary of the Head of the Board of Supervisors	39,900,000	63,680,091
3	Remuneration of 01 member of the Board of Directors	12,000,000	22,456,186

No.	Content	Plan	Implemented
4	Remuneration of 01 member of the Board of Supervisors	7,000,000	13,099,442
II	Implemented remuneration fund for non-executive managers	1,700,640,000	1,931,232,000

5.2. Plan for salaries and remunerations of the Board of Directors and Board of Supervisors in 2025:

Unit: VND

No.	Content	Plan
I	Monthly advance:	
1	Salary of the Chairman of the Board of Directors	88.900.000
2	Salary of the Head of the Board of Supervisors	39.900.000
3	Remuneration of 01 member of the Board of Directors	12.000.000
4	Remuneration of 01 member of the Board of Supervisors	7.000.000
II	Planned remuneration fund for non-executive managers	1.756.584.000

- Salaries and remunerations of the Board of Directors and Board of Supervisors in 2025 will be settled pursuant to Decree No. 44/2025/NĐ-CP dated 2025-02-28.

- The General Meeting of Shareholders authorizes the Board of Directors to approve adjustments to the contents of salaries and remunerations (if any) after Decree No. 44/2025/NĐ-CP takes effect and there are guiding documents from competent authorities.

- The Board of Directors of the Corporation must report the adjusted contents of salaries and remunerations (if any) at the nearest meeting.

6. Approving Proposal No. 264/TTr-SNZ-QTTH dated 2025-04-17 regarding profit distribution:

6.1. Profit distribution plan for 2024:

Unit: VND

No.	Content	Value
1	Charter capital	3,765,000,000,000
2	Par value of 376,491,800 outstanding shares	3,764,918,000,000
3	Profit after tax 2024	515,323,295,337
	- Exchange rate difference	*128,452,208*
	- Profit after tax used for distribution	*515,194,843,129*
4	Fund allocation:	35,670,674,000

No.	Content	Value
	- Investment and development fund (5%)	25,759,742,000
	- Employee welfare and bonus fund (6 months average implemented salary of employees due to exceeding the Profit after tax plan)	8,854,800,000
	- Management bonus fund (1.5 months average implemented salary of managers)	1,056,132,000
5	Remaining Profit after tax 2024 after fund allocation	479,652,621,337
	- Exchange rate difference	*128,452,208*
	- Retained earnings	*479,524,169,129*
6	Retained earnings from the previous year	40,545,197,261
	- Revaluation of assets and exchange rate difference	*35,762,784,696*
	- Retained earnings	*4,782,412,565*
7	Reversal of the community social work fund deducted from Profit after tax in 2020 and 2021	8,381,355,750
8	Remaining profit before dividend distribution	528,579,174,348
	- Revaluation of assets and exchange rate difference	*35,891,236,904*
	- Retained earnings	*492,687,937,444*
9	Dividend distribution (13% of the par value of outstanding shares)	489,439,340,000
10	Profit carried forward to the next year	39,139,834,348
	- Revaluation of assets and exchange rate difference	*35,891,236,904*
	- Retained earnings	*3,248,597,444*

6.2. Profit distribution plan for 2025:

Unit: VND

No.	Content	Value
1	Charter capital	3,765,000,000,000
2	Par value of 376,491,800 outstanding shares	3,764,918,000,000
3	Profit after tax 2025	510,476,774,449
4	Fund allocation:	30,768,168,722
	- Investment and development fund (5%)	25,523,838,722
	- Employee welfare and bonus fund (03 months of the average planned employee salary)	4,512,420,000
	- Management bonus fund (01 month of the average planned manager salary)	731,910,000

No.	Content	Value
5	Remaining Profit after tax 2025 after fund allocation	479,708,605,727
6	Retained earnings from the previous year	39,139,834,348
	- Profit from revaluation of assets	*35,891,236,904*
	- Retained earnings	*3,248,597,444*
7	Dividend distribution (12.8% of the par value of outstanding shares)	481,909,504,000
8	Profit carried forward to the next year	36,938,936,075
	- Profit from revaluation of assets	*35,891,236,904*
	- Retained earnings	*1,047,699,171*

Based on the business performance of 2025, the Employee Welfare and Bonus Fund and the Management Bonus Fund are deducted according to current regulations.

7. Approving Proposal No. 265/TTr-SNZ-KS dated 2025-04-17 on selecting the audit firm for the 2025 financial statements:

Authorize the Board of Directors to select one of the three audit firms from the list below to audit the 2025 financial statements:

- RSM Vietnam Auditing & Consulting Ltd.;
- VACO Auditing Co., Ltd.;
- A&C Auditing and Consulting Co., Ltd.

8. Approving Proposal No. 266/TTr-SNZ-QTTH dated 2025-04-17 on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors.

Article 2. This Resolution takes effect from 2025-04-25. The Board of Directors, Board of Supervisors, General Director, and related units and individuals are responsible for its implementation.

"In case of any discrepancy or different understanding between the information in English and Vietnamese, the information in Vietnamese shall prevail."

Recipients:
- As per Article 2;
- File: Office, General Dept.

ON BEHALF OF THE GMS
CHAIRMAN OF THE BOD

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No: 282/BB-SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-25

MINUTES
Of the 2025 Annual General Meeting of Shareholders

A. GENERAL INFORMATION:

Company name: Sonadezi Corporation;

Address of head office: No.1, Road 1, Bien Hoa 1 Industrial Park, An Binh Ward, Biên Hoa City, Đong Nai Province

Enterprise identification number: 3600335363.

B. TIME AND VENUE OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS (GMS):

Time: At 09:00 AM on April 25, 2025;

Venue: Meeting Room 3.18, Sonadezi Building, No. 1, Street No. 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province

C. PARTICIPANTS:

Mr. Ngo Duc Thang	Deputy Director of Dong Nai Department of Finance.
Mr. Dang Thanh Chau	Manager of Public Asset Price Corporate Finance Division of Dong Nai Department of Finance.
Mr. Tran Minh Thai	Manager of Economic and Budget of Dong Nai Provincial People's Committee.
Mr. Truong Dinh Hiep	Chairman of Sonadezi Corporation.
Mr. Tran Thanh Hai	General Director of Sonadezi Corporation.

Other participants include officials and specialists from the Dong Nai Provincial People's Committee, the Department of Finance; along with members of the Board of Directors (BOD), the Board of Supervisors (BOS), the Board of Executive (BOE), shareholders, and shareholder representatives.

D. MEETING AGENDA AND PROCEEDING:

1. Report on the verification of meeting eligibility:

Ms. Trinh Thi Hoa – on behalf of the Organizing Committee, reported on the verification of conditions for convening the meeting:

a. As of the record date of March 26, 2025, the Corporation had a total of 418 shareholders, including:

- Organizations: 2 shareholders

- Individuals: 415 shareholders

- Treasury shares: 8,200 shares

- Total voting shares: 376,491,800 shares

b. The total number of shareholders and shareholder representatives attending the 2025 GMS today is 20 shareholders, holding 375,044,413 shares, accounting for 99.62 % of the total voting shares of the Corporation.

The 2025 GMS of Sonadezi Corporation meets the conditions to proceed in accordance with Article 17 of the Corporation's Charter and Article 145 of the Law on Enterprises No. 59/2020/QH14.

2. Presiding Committee:

The Organizing Committee introduced the Presiding Committee as follows:

Mr. Truong Dinh Hiep – Chairman Sonadezi Corporation – Chairman of the Meeting

Mr. Tran Thanh Hai – Member of the BOD, General Director of the Sonadezi Corporation

3. Meeting Secretaries:

The Chairman appointed the following as Secretaries of the Meeting:

Ms. Ha Thi Thu Thuy

Ms. Huynh Huy Anh Thu

4. Ballot Counting Committee

The Chairman introduced members of the Ballot Counting Committee as follows:

Ms. Le Thi Bich Loan – Head of Committee

Ms. Nguyen Thi Quyen – Member

Ms. Nguyen Thi Chung – Member

Ms. Pham Thi Ly Ly – Member

The GMS voted. The number of shares voting in favor was 375,044,413 shares, accounting for 100%; against: 0 shares, accounting for 0%; abstain: 0 shares, accounting for 0%.

5. Approval of the Working Regulations

Mr. Pham Quoc Chi – Member of the BOD presented the Working Regulations

The GMS voted. The number of shares voting in favor was 375,044,413 shares, accounting for 100%; against: 0 shares, accounting for 0%; abstain: 0 shares, accounting for 0%.

6. Approval of the Meeting Agenda:

Mr. Truong Dinh Hiep – Chairman – presented the Meeting Agenda.

The GMS voted. The number of shares voting in favor was 375,044,413 shares, accounting for 100%; against: 0 shares, accounting for 0%; abstain: 0 shares, accounting for 0%.

7. Reports and Proposals from the BOD and the BOS:

Mr. Tran Thanh Hai – Member of the BOD, General Director – presented Report No. 260/BC-SNZ-QTTH dated 17/4/2025 on the Business Performance in 2024 and the Plan for 2025.

Ms. Nguyen Thi Hanh – Member of the BOD, Deputy General Director – presented Report No. 261/BC-SNZ-QTTH dated 17/4/2025 from the Board of Directors on the activities in 2024 and the direction of activities for 2025

Ms. Dang Le Bich Phuong – Head of the BOS – presented:

- Report No. 262/BC-SNZ-KS dated 17/4/2025 from the BOS on inspection and supervision of business activities in 2024; and

- Proposal No. 265/TTr-SNZ-KS dated 17/4/2025 on the selection of the audit firm for the 2025 financial statements.

Mr. Nguyen Van Tuan – Member of the BOD – presented Proposal No. 263/TTr-SNZ-QTTH dated 17/4/2025 on the salaries and remunerations of the Board of Directors, Board of Supervisors, and Executives implemented in 2024, and the plan for 2025.

Mr. Dinh Ngoc Thuan – Member of the BOD, Deputy General Director – presented Proposal No. 264/TTr-SNZ-QTTH dated 17/4/2025 on the profit distribution for 2024 and profit distribution plan for 2025.

Ms. Luong Minh Hien – Member of the BOD, Deputy General Director – presented Proposal No. 266/TTr-SNZ-QTTH dated 17/4/2025 on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors.

8. The GMS discussed the Reports and Proposals presented during the meeting:

a. Opinions of shareholder No. 329:

Question 1: Requested the Chairperson of the Meeting to further clarify the matter regarding the status change of Sonadezi Giang Dien shareholding company from a subsidiary to an associate company of the Corporation as of 2024-05-21.

Question 2: Requested that Sonadezi Corporation to include the participation in the functional conversion project of Bien Hoa 1 Industrial Park in the business plan for 2025 and subsequent years.

Question 3: Proposed that the Corporation consider increasing the annual dividend payout ratio.

b. Responses from the Chairperson:

Question 1: Sonadezi Giang Dien shareholding company ceased to be a subsidiary and became an associate company of the Corporation because, at that time, the number of members on the Board of Directors representing Sonadezi Corporation was in the minority.

Question 2: The content related to the participation in the functional conversion project of Bien Hoa 1 Industrial Park has been included in the Corporation's 2025 plan (page 6, section 2 "Main Business Activities" of Report No. 260/BC-SNZ-QTTH dated 2025-04-17 on Business Performance in 2024 and the Plan for 2025.

Question 3: Sonadezi Corporation acknowledges the shareholder's opinion. In the event that business results in 2025 exceed the plan, the Corporation will propose the Owner to increase the dividend payout ratio.

9. The GMS vote on the meeting's contents.

10. The Ballot Counting Committee collected and counted the voting ballots.

11. Recess.

12. Ms. Le Thi Bich Loan – Head of the Ballot Counting Committee – announced the voting results:

a. Approving Report No. 260/BC-SNZ-QTTH dated 17/4/2025 on the Business Performance in 2024 and the Plan for 2025.

The number of shares voting in favor was 375.044.413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

b. Approving the 2024 separate financial statements and consolidated financial statements audited by RSM Vietnam Auditing & Consulting Co., Ltd.

The number of shares voting in favor was 375.044.413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

c. Approving Report No. 261/BC-SNZ-QTTH dated 17/4/2025 of the BOD on the activities in 2024 and the direction of activities for 2025.

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

d. Approving Report No. 262/BC-SNZ-KS dated 17/4/2025 of the BOS on the inspection and supervision of business activities in 2024.

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

e. Approving Proposal No. 263/TTr-SNZ-QTTH dated 17/4/2025 on the salaries and remunerations of the Board of Directors, Board of Supervisors, and Executives implemented in 2024, and the plan for 2025.

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

f. Approving Proposal No. 264/TTr-SNZ-QTTH dated 17/4/2025 on the profit distribution for 2024 and profit distribution plan for 2025.

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

g. Approving the authorization of the Board of Directors to select one of the three auditing firms to audit the 2025 financial statements according to the Proposal No. 265/TTr-SNZ-KS dated 17/4/2025.

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

h. Approving Proposal No. 266/TTr-SNZ-QTTH dated 17/4/2025 on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors.

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

13. Ms. Ha Thi Thu Thuy – meeting secretary – presented the draft Minutes of the GMS.

14. Voting to approve the Resolution and Minutes of the Meeting:

The number of shares voting in favor was 375,044,413 shares, accounting for 100%; votes against: 0 shares, accounting for 0%; abstentions: 0 shares, accounting for 0%.

The meeting was adjourned at 11:10 AM on the same day.

"In case of any discrepancy or different understanding between the information in English and Vietnamese, the information in Vietnamese shall prevail."

SECRETARY	**CHAIRMAN**
Ha Thi Thu Thuy	**Truong Dinh Hiep**

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP TP. BIÊN HÒA - T. ĐỒNG NAI

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

MINUTES OF VOTE COUNTING
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17th,2025;

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to the Working Regulations of the 2025 Annual General Meeting of Shareholders (GMS),

Today, date April 25th, 2025 at the head office of Sonadezi Corporation. We consist of:

Ms. Le Thi Bich Loan	Head of Committee
Ms. Nguyen Thi Quyen	Member
Ms. Nguyen Thi Chung	Member
Ms. Pham Thi Ly Ly	Member

conducted the vote counting of shareholders to approve the resolutions of the 2025 GMS on the following matters:

I. Corporation Information:

Name: SONADEZI CORPORATION

Enterprise Code: 3600335363

Address: No. 1, Street 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province

Enterprise Registration Certificate: No. 3600335363 issued by the Department of Planning and Investment of Dong Nai Province, 5th amendment dated May 6th, 2021.

II. Total number of shareholders and authorized representatives participating in the voting:

- Number of voting ballots: 20 ballots
- Number of shares with voting rights: 375,044,413 shares
- Ratio: 99.6156% of the total number of shares with voting rights.

III. Consolidation of Voting Ballots:

Number of ballots issued	**20**	**Ballots**	
Number of ballots collected	**20**	**Ballots**	**100 %**
Number of valid ballots	20	Ballots	100 %
Number of invalid ballots	0	Ballots	0 %

IV. The Vote Counting Results are as follows:

No	Content	In favour			Against			Abstain			Result
		Number of voting ballots	Number of shares with voting rights	%	Number of voting ballots	Number of shares with voting rights	%	Number of voting ballots	Number of shares with voting rights	%	
01	Approving the Ballot Counting Committee	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
02	Approving the Working Regulations	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
03	Approvving the Meeting Agenda	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
04	Approving Report No. 260/BC-SNZ-QTTH dated 17/4/2025 on the Business Performance in 2024 and the Plan for 2025	20	375,044,413	100%	0	0	0%	0	0	0%	Approved

No	Content	In favour			Against			Abstain			Result
		Number of voting ballots	Number of shares with voting rights	%	Number of voting ballots	Number of shares with voting rights	%	Number of voting ballots	Number of shares with voting rights	%	
05	Approving the 2024 separate financial statements and consolidated financial statements audited by RSM Vietnam Auditing & Consulting Co., Ltd	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
06	Approving Report No. 261/BC-SNZ-QTTH dated 17/4/2025 of the BOD on the activities in 2024 and the direction of activities for 2025	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
07	Approving Report No. 262/BC-SNZ-KS dated 17/4/2025 of the BOS on the inspection and supervision of business activities in 2024	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
08	Approving Proposal No. 263/TTr-SNZ-QTTH dated 17/4/2025 on the salaries and remunerations of the Board of Directors, Board of Supervisors, and	20	375,044,413	100%	0	0	0%	0	0	0%	Approved

No	Content	In favour			Against			Abstain			Result
		Number of voting ballots	Number of shares with voting rights	%	Number of voting ballots	Number of shares with voting rights	%	Number of voting ballots	Number of shares with voting rights	%	
	Executives implemented in 2024, and the plan for 2025										
09	Approving Proposal No. 264/TTr-SNZ-QTTH dated 17/4/2025 on the profit distribution for 2024 and profit distribution plan for 2025	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
10	Approving the Proposal No. 265/TTr-SNZ-KS dated 17/4/2025 on the seleciton of auditing firm to audit the 2025 financial statements	20	375,044,413	100%	0	0	0%	0	0	0%	Approved
11	Approving Proposal No. 266/TTr-SNZ-QTTH dated 17/4/2025 on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors	20	375,044,413	100%	0	0	0%	0	0	0%	Approved

V. Approved Matters:

Pursuant to the Charter of Sonadezi Corporation and the Law on Enterprises No. 59/2020/QH14, the 2025 Annual General Meeting of Shareholders approved the following matters:

No	Content	Percentage
01	Approving the Ballot Counting Committee	100,0%
02	Approving the Working Regulations	100,0%
03	Approvving the Meeting Agenda	100,0%
04	Approving Report No. 260/BC-SNZ-QTTH dated 17/4/2025 on the Business Performance in 2024 and the Plan for 2025	100,0%
05	Approving the 2024 separate financial statements and consolidated financial statements audited by RSM Vietnam Auditing & Consulting Co., Ltd	100,0%
06	Approving Report No. 261/BC-SNZ-QTTH dated 17/4/2025 of the BOD on the activities in 2024 and the direction of activities for 2025	100,0%
07	Approving Report No. 262/BC-SNZ-KS dated 17/4/2025 of the BOS on the inspection and supervision of business activities in 2024	100,0%
08	Approving Proposal No. 263/TTr-SNZ-QTTH dated 17/4/2025 on the salaries and remunerations of the Board of Directors, Board of Supervisors, and Executives implemented in 2024, and the plan for 2025	100,0%
09	Approving Proposal No. 264/TTr-SNZ-QTTH dated 17/4/2025 on the profit distribution for 2024 and profit distribution plan for 2025	100,0%
10	Approving the Proposal No. 265/TTr-SNZ-KS dated 17/4/2025 on the seleciton of auditing firm to audit the 2025 financial statements	100,0%
11	Approving Proposal No. 266/TTr-SNZ-QTTH dated 17/4/2025 on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors	100,0%

This minutes was prepared at 10:35 AM on April 25th, 2025, and was approved by the Vote Counting Committee, as well as by the GMS of Sonadezi Corporation.

"In case of any discrepancy or different understanding between the information in English and Vietnamese, the information in Vietnamese shall prevail."

VOTE COUNTING COMMITTEE:

- Ms. Le Thi Bich Loan — Head of committee .....
- Ms. Nguyen Thi Quyen — Member .....
- Ms. Nguyen Thi Chung — Member .....
- Ms. Pham Thi Ly Ly — Member .....

SONADEZI CORPORATION

Address: No.1, Road 1, Bien Hoa I Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province
Tel: 84.251.8860561/562/563 Fax: 84.251.8860573
Email: contact@sonadezi.com.vn Website: http://www.sonadezi.com.vn

Materials for the 2025 Annual General Meeting of Shareholders
(attach to Information disclosure No 292/SNZ-QTTH dated 2025-04-26)

1	Working Regulations of the 2025 Annual General Meeting of Shareholders.
2	Agenda for the 2025 Annual General Meeting of Shareholders.
3	Report No. 260/BC-SNZ-QTTH dated 2025-04-17 on the Business Performance in 2024 and the Plan for 2025.
4	Audited Separate Financial statements and Audited Consolidated Financial statements for the year 2024 by RSM Vietnam Auditing & Consulting Co., Ltd.
5	Report of the Board of Directors No. 261/BC-SNZ-QTTH dated 2025-04-17 on the activities in 2024 and the direction of activities for 2025.
6	Report of the Board of Supervisors No. 262/BC-SNZ-KS dated 2025-04-17 on the inspection and supervision of business activities in 2024.
7	Proposal No. 263/TTr-SNZ-QTTH dated 2025-04-17 on the salaries and remunerations of the Board of Directors, Board of Supervisors, and Executives implemented in 2024, and the plan for 2025.
8	Proposal No 264/TTr-SNZ-QTTH dated 2025-04-17 on the profit distribution for 2024 and profit distribution plan for 2025.
9	Proposal No 265/TTr-SNZ-KS dated 2025-04-17 on the selection of the audit firm for the 2025 financial statements.
10	Proposal No. 266/TTr-SNZ-QTTH dated 2025-04-17 on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors.

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-17

WORKING REGULATIONS
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Article 1. General Provisions

1. These working regulations apply to the organization of the 2025 Annual General Meeting of Shareholders (GMS) of Sonadezi Corporation.

2. These regulations specify the rights and obligations of meeting participants, conditions and procedures for conducting the meeting, voting methods, and election procedures.

3. Shareholders or their representatives attending the meeting will be collectively referred to as shareholders.

4. Shareholders and participants are responsible for complying with these regulations.

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 organize and conduct the GMS in an orderly manner, according to the approved agenda and reflecting the wishes of the majority of participants;

- Guide shareholder discussions;

- Present drafts and conclude on matters requiring a GMS vote;

- Respond to shareholder inquiries;

- Decide on the order, procedures, and events arising outside the GMS agenda.

Article 3. Meeting Registration and Verification of Meeting Conditions

1. The Organizing Committee must carry out procedures for shareholders to register for the meeting, receive meeting materials, and continue registration until all eligible shareholders present have registered.

2. The Organizing Committee will compile and report to the GMS on the results of the verification of meeting conditions.

Article 4. Secretary

1. The Secretary, introduced by the Chairperson, is responsible to the Chairperson and the GMS for their duties.

2. Duties of the Secretary:

- Record the meeting content fully and accurately;

- Assist the Chairperson in announcing the draft Minutes and Resolutions of the GMS.

Article 5. Ballot Counting Committee

1. The Ballot Counting Committee is nominated by the Chairperson and approved by the GMS.

2. The Ballot Counting Committee has the following duties:

- Check and supervise the voting of shareholders;

- Organize the counting of voting ballots;

- Prepare a ballot counting report and announce it to the GMS;

- Return the voting ballots and the Ballot Counting Report to the Chairperson.

Article 6. Rights and Obligations of Shareholders Attending the GMS

1. Shareholders who own voting shares of Sonadezi Corporation, according to the final registration list on 2025-03-26, have the right to attend the 2025 Annual GMS. Shareholders can participate in the GMS in one of the following ways:

- Attend and vote directly at the meeting;

- Authorize a representative to attend and vote at the meeting;

- Send voting ballots to the meeting via mail, fax, or email.

2. Each shareholder, upon registration, must present personal legal documents such as a Citizen Identity Card/ID card or Passport.

3. Each attending shareholder shall receive meeting materials, including reports, proposals, voting cards, voting ballots, blank paper, and pens. The voting cards and voting ballots will display the shareholder's name, serial number, number of shares owned, and ownership representative. Shareholders should immediately inform the Organizing Committee of any errors related to their registration information.

4. During the meeting, shareholders must comply with the Chairperson's guidance, behave civilly and politely, and refrain from causing disorder. If shareholders need to leave the meeting room for personal reasons, shareholders must maintain order to avoid disturbing other shareholders, disrupting the meeting's progress, and the Chairperson's work.

5. Shareholders are required to maintain confidentiality and adhere to the prescribed procedures for document usage and preservation.

6. Shareholders wishing to discuss or engage in discussion shall raise their hands, and commence speaking only when invited by the Chairperson. Statements should be concise, succinct, clear, and avoid repetition. Shareholders may write down their comments and submit them to the Secretariat and the Chairperson.

7. Shareholders arriving after the meeting has commenced may still register and have the right to vote immediately after registration. In such cases, the validity of previously voted matters shall remain unchanged.

8. Attending shareholders must strictly comply with these regulations. Any violation will be subject to review by the Chairperson, who will determine appropriate disciplinary actions in accordance with point b, clause 7, Article 146 of the Law on Enterprises, and the Corporation's Charter.

Article 7. Meeting Conduct Conditions

1. The General Meeting of Shareholders shall proceed when the number of attending shareholders represents more than 50% of the total voting shares of the Corporation.

2. If the first meeting fails to meet the conditions for proceeding as stipulated in clause 1 of this Article, the second meeting shall be convened in accordance with Article 17 of the Corporation's Charter and Article 145 of the Law on Enterprises.

Article 8. Voting Procedures

1. All shareholders who have the right to attend the meeting are entitled to vote on matters within the authority of the General Meeting of Shareholders, with voting rights corresponding to their owned shares and any authorized shares.

2. Shareholders shall vote on matters at the meeting by raising their voting card and completing the corresponding box on the voting ballot (as instructed on the Ballot).

3. A Resolution on the agenda items will be approved if more than 50% of the total votes cast by all shareholders attending and voting at the meeting are in favor.

4. After the General Meeting of Shareholders has voted on the issues on the voting ballot, the Ballot Counting Committee will collect the voting ballots for counting. The Head of the Ballot Counting Committee will announce the vote count results to the General Meeting of Shareholders for each item and issue voted upon.

5. In case of inquiries regarding voting results, the Chairperson will review and make a decision directly at the meeting.

6. Voting ballot regulations:

a. Voting ballots falling under any of the following circumstances are deemed invalid:

- Voting ballots submitted via mail, fax, or email after 08:30 on 2025-04-25;

- Ballots that do not conform to the contents issued by the Organizing Committee;

- Ballots without the shareholder's signature;

- Torn or incomplete ballots with missing sections for filling or insufficient information for verification and counting.

b. Other cases:

- Ballots not filled in any box or filled in two or more boxes for one voting content shall be considered as "Abstention" for that content;

- Ballots with incorrect markings or erasures not following the instructions on the Ballot, leading to the inability to determine the voting opinion shall be considered "Abstention" for that content.

Article 9. Minutes of Meeting and Resolution of the GMS

The Secretary shall record the contents of the meeting.

The Minutes of Meeting and Resolution of the GMS must be announced and approved before the closing of the meeting.

Article 10. Implementation Clause

Immediately after being approved by the General Meeting of Shareholders of Sonadezi Corporation, the Organizing Committee and all shareholders attending the 2025 Annual GMS shall be responsible for implementing these regulations.

Recipients:
- The 2025 Annual GMS;
- File: Office, General Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600335363
TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP
TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness

Dong Nai, 2025-04-25

AGENDA FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Estimated time	Agenda
08:30 – 09:00	Welcoming shareholders and attending delegates. Registering shareholders' attendance, distributing Meeting Materials.
09:00 – 09:20	Flag salute, opening statement s, introducing delegates and participants.
	Report on the validity of Annual general meeting of shareholders (GMS)
	- Introducing the Presiding GMS panel, Chair, Meeting secretary - Approving votes counting committee - Approving the working regulations of the GMS. - Approving the GMS's agenda.
09:20 – 10:20	- Report on Business Performance in 2024 and the Plan for 2025. - Audited Separate Financial statements and Audited Consolidated Financial statements for the year 2024. - Report of the Board Of Directors on the activities in 2024 and the direction of activities for 2025. - Report of the Board of Supervisors on the inspection and supervision of business activities in 2024 - Proposal on the salaries and remunerations of the Board of Directors, Board of Supervisors, and Executives implemented in 2024, and the plan for 2025. - Proposal on the profit distribution for 2024 and profit distribution plan for 2025. - Proposal on the selection of the audit firm for the 2025 financial statements - Proposal on the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors
10:20 – 10:40	GMS discussing
10:40 – 10:50	Voting on Reports and Proposals
10:50 – 11:10	Recess – Votes counting
11:10 – 11:30	- Report on voting result. - Approving the GMS's Resolution - Approving the GMS's Minutes of meeting
11:30	Appreciation remark and closing ceremony

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No: 260BC-SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-17

REPORT
On the Business Performance in 2024 and the Plan for 2025

To: The General Meeting of Shareholders

A. Business performance in 2024:

According to the General Statistics Office, Vietnam's GDP in 2024 is estimated to increase by 7.09% compared to 2023, exceeding the target of 6.5%, primarily driven by the services and industrial production sectors.

In the context of Vietnam's economic recovery, with the direction and attention of the Provincial Party Committee and the Provincial People's Committee, the collective of officials and employees of Sonadezi Corporation has achieved the following goals for 2024:

I. Business performance in 2024 according to the Audited Financial Statements:

Unit: Million VND

No.	Items	Plan	Actual	% Actual/Plan
	Charter capital	3,765,000	3,765,000	100.00%
	Parent company (Separate)			
1	Total Revenue	695,038	773,017	111.22%
2	Profit before tax	504,578	525,360	104.12%
3	Profit after tax	462,012	515,323	111.54%
4	State budget contribution	60,019	64,857	108.06%
5	Return on equity	11.96%	13.21%	110.45%
	Consolidated			
1	Total Revenue	6,366,350	6,172,194	96.95%
2	Profit before tax	1,631,421	1,946,883	119.34%
3	Profit after tax	1,370,394	1,619,396	118.17%
4	State Budget Contribution	651,314	752,180	115.49%
5	Return on Equity	15.27%	18.37%	120.30%

There are 03 companies that did not fulfill the revenue plan: Industrial Urban Development Joint Stock Company No. 2 achieved 94.65%; Sonadezi Environment Joint

Stock Company achieved 92.11%; Sonadezi Binh Thuan Shareholding Company only achieved 34.42% due to the delay in site handover.

However, only Dong Nai Material & Building Investment Joint Stock Company incurred a loss of 7,072 million VND compared to the planned loss of 7,240 million VND due to retrospective collections from previous years.

As of 2024-05-21, Sonadezi Giang Dien Shareholding Company is no longer a subsidiary but only an associate, so the consolidated revenue figure only reached 96.95% of the plan. However, because the parent company and other member companies all exceeded the plan, the consolidated profit after tax figure exceeded the plan by 18.17%.

II. Divestment in Other Enterprises:

On 2024-01-16, the General Meeting of Shareholders issued Resolution No. 08/NQ-SNZ-QTTH approving the Corporation's Restructuring Plan for the 2021-2025 period.

1. Divestment at Amata Bien Hoa Urban Joint Stock Company:

On 2024-10-25, the Dong Nai Provincial People's Committee issued Official Letter No. 13350/UBND-KTNS regarding the divestment at Amata Bien Hoa Urban Joint Stock Company.

The Corporation has disclosed the information, but after the prescribed deadline (2024-11-15), no investors were interested in registering to receive the share transfer, so the divestment at Amata Bien Hoa Urban Joint Stock Company has not been completed (Sonadezi Corporation still maintains its ownership ratio of 10%).

2. Regarding the Private Placement of Shares to increase the Charter Capital of Dong Nai Materials & Building Investment Joint Stock Company (DNC):

Pursuant to Official Letter No. 3009/STC-TCDN dated 2024-05-17 of the Department of Finance and Official Letter No. 5621/UBND-KTNS dated 2024-05-20 of the Dong Nai Provincial People's Committee, DNC has completed the private placement of shares and has been granted Business Registration Certificate No. 3600359352, 8th amendment registration on 2024-12-16 with a charter capital of 128,340,000,000 VND by The Business Registration Office.

Thus, Sonadezi Corporation's ownership ratio in DNC decreased from 52.29% to 35.99%, approximately reaching the holding ratio according to the Corporation's Restructuring Plan for the period 2021-2025 (36%).

III. Projects:

1. Projects of the parent company:

1.1. Industrial land business investment project at Chau Duc Industrial Park:

- Transfer of land lease rights: In December 2023, 01 customer signed a contract with an area of 10,000m2 and the land was handed over in January 2024. In 2024, 04 Land Lease Rights Transfer Contracts were signed with an area of 95,732.5m^2.

- Factory for Lease: 04 factories (No. 1, 2, 3, 4) have been completed with a total floor area of 26,899.16m2. In 2024, Sonadezi Corporation signed 02 more Factory Lease Contracts (No. 1, 4), bringing the total number of leased factories to 03 (No. 1, 3, 4). Currently, Factory No. 2 remains unleased.

1.2. Regarding the Bien Hoa 1 Industrial Park functional conversion project:

On 2024-02-05, the People's Committee of Dong Nai province issued Decision No. 324/QD-UBND approving the Project of converting Bien Hoa 1 Industrial Park into an Urban - Commercial - Service Area and environmental improvement. Currently, Sonadezi Corporation is still coordinating with departments and agencies to implement the project as directed by the Provincial People's Committee.

1.3. Xuan Hoa Quarry:

Revenue from the Xuan Hoa quarry in 2024 is reach 122.29% of the plan. Sonadezi Corporation is still coordinating with Cuong Thuan Idico Investment and Development Joint Stock Company to carry out procedures to extend the project's exploitation time.

2. Projects of the Subsidiary companies:

With the policy of prioritizing resources for projects that create socio-economic impacts for the locality and sustainable development, the Sonadezi system continues to improve the capacity and output of the port system, water supply system, environmental services, and promotes the implementation of social housing projects.

Currently, in addition to investing in and operating 12 Industrial Parks, the Sonadezi system is providing more than 85% of the domestic and industrial water supply in the province; treating waste for FDI enterprises in many Industrial Parks and treating more than 75% of domestic waste in Dong Nai province; serving the exploitation and transportation of nearly 18 million tons of goods through the port annually...

In 2024, the Sonadezi system implemented several social housing projects with a total estimated investment of more than 2,000 billion VND. Including:

+ The A6-A7 Social Housing Project in Quang Vinh Ward, Bien Hoa City, Dong Nai Province, invested by Dong Nai Housing Business Joint Stock Company. The project has a scale of 19 floors, 1 basement, including 348 social housing units for sale and 87 social housing units for rent. The project was technically handed over on 2024-12-24.

+ The Sonadezi Huu Phuoc Residential Area Social Housing Project (belonging to Chau Duc Urban Area) in Suoi Nghe Ward, Chau Duc District, Ba Ria - Vung Tau Province, invested by Sonadezi Chau Duc Shareholding Company. The project has a total of 1,213 apartments, divided into 2 investment phases. Phase 1 with 210 apartments is expected to be completed in Quarter 2/2025.

+ The social housing project in Loc An Residential Area, Long Thanh District, with a scale of 1,155 apartments, total investment capital of about 1,200 billion VND, invested by D2D Company which is currently carrying out investment procedures.

3. Regarding new project development:

3.1. Ninh Diem 3 Industrial Park, Khanh Hoa province:

The Corporation has been coordinating with the Management Board of Van Phong Economic Zone in establishing investment policies for Ninh Diem 3 Industrial Park project in Van Phong Economic Zone, Khanh Hoa province.

On 2024-11-26, the Dong Nai Provincial People's Committee of Dong Nai province issued Official Letter No. 14551/UBND-KTNS on the establishment of an enterprise to invest in Ninh Dien 3 Industrial Park project in Khanh Hoa province by Sonadezi Corporation.

Currently, Sonadezi Corporation is carrying out procedures to establish Sonadezi Khanh Hoa Joint Stock Company to invest in the construction and business of infrastructure of Ninh Diem 3 Industrial Park.

3.2. The Corporation is cooperating with departments and related agencies to research and propose projects:

- Hang Gon Industrial Park: 300ha;

- Hang Gon Urban Area and Long Khanh Golf Course: 140ha, of which 90ha is golf course area and 50ha is urban area;

- Xuan Hoa Ward Industrial Park (phase up to 2030): 500ha;

- Bau Xeo 2 Industrial Park: 380ha.

IV. Continuing the implementation of digital transformation in 2024:

- Completing the Tableau BI Intelligent Corporate Governance Reporting Software and integration with Base software;

- Digitizing an additional 06 forms for annual production and business planning;

- Developing new applications on Base for work, specifically: Base Booking, Base TimeOff, Base Square, Base Payrol, Base Workflow…

- Officially transferring all data from Google to MS365, continuing to exploit and optimize the features of the MS365 software ecosystem: Onenote application - Electronic Notebook, Ms Teams application - Chat channel;

V. Training and human resource development:

- Organized 22 training courses on professional skills, operations, and management for 36 officials and employees of the parent company.

- Organized legal training courses and refresher courses for the entire Corporation, including: a seminar on improving corporate governance quality and information disclosure; IFRS accounting and auditing training course; training course on "Greenhouse gas inventory and reporting".

VI. Some achievements in 2024:

1. Parent Company - Sonadezi Corporation:

- Continued to be honored in the Top 10 Prestigious Industrial Real Estate Companies ranking announced by Vietnam Report;

- Achieved Top 10 Typical Cultural Enterprises in the Integration Period; Top 10 Typical Enterprises studying and following Ho Chi Minh's thought, morality, and style in building corporate culture in 2024;

- For the 4th consecutive time, achieved the Top 10 UPCoM Companies with good information disclosure and transparency by the Hanoi Stock Exchange (HNX).

2. Some member units:

- Dong Nai Port Joint Stock Company (PDN) and Sonadezi Giang Dien Shareholding Company (SZG) were awarded the Emulation Flag by Dong Nai Provincial People's Committee for outstanding achievements in the patriotic emulation movement in 2023.

- Sonadezi Long Binh Joint Stock Company (SZB) reached the Top 20 Business of Green Economy for Sustainable Development; Top 100 Vietnam Golden Star Award 2024; Gold Award for Vietnam's No. 1 Brand; Achieved the title of "Information Disclosure Standard Enterprise in 2024" co-organized by Vietstock with VAFE Association and Fili Magazine.

- Sonadezi Chau Duc Shareholding Company (SZC) reached the Top 20 Famous Vietnamese Brands in the Real Estate - Construction - Building Materials industry; listed among the 50 best listed companies in Vietnam according to Forbes Vietnam.

VII. Community social work of the Corporation and member units:

In 2024, Sonadezi Corporation and its member companies continued to cooperate with Dong Nai General Hospital to implement the Hospital Fee Support Program for poor patients with a contribution of 500 million VND, supporting 32 cases. Cumulatively from 2018 to the present, the Corporation and its member units have contributed 5.3 billion VND, and the Program has supported 523 cases.

Total expenditure on community social work of the Corporation and its member companies in 2024 was 16,461 million VND.

In addition, for the third year since 2022, the Corporation's managers continued to implement the support program for orphaned children due to the loss of parents from the Covid-19 epidemic in Dinh Quan district, with a total contribution of 335,400,000 VND in 2024, and the total amount spent on support was 331,300,000 VND.

B. Business Plan for the year 2025:

The year 2024 has passed with many positive signals, but there are still some unresolved difficulties and obstacles, unpredictable risks, and new opportunities emerging domestically and internationally, such as:

The policy of reforming the state administrative apparatus and merging provincial-level administrative units;

Peace negotiations for the armed conflicts between Russia and Ukraine, and Israel and Hamas have shown new prospects, but there is still no end in sight;

Trade wars tend to spread globally, etc.

Based on the 2021-2025 5-Year Business and Investment Development Plan approved by the General Meeting of Shareholders in Resolution No. 09/NQ-SNZ-QTTH on 2024-01-16;

Based on the 2024 plan implementation of the Corporation and its member companies,

The Board of Directors presents to the General Meeting of Shareholders the business plan for the year 2025 as follows:

I. Parent Company – the Corporation:

1. Key items:

Unit: Million VND

No.	Items	2024 Actual	2025 Plan	2025 Plan /2024 Actual
1	Charter capital	3,765,000	3,765,000	100%
2	Total Revenue	773,017	793,647	102.67%
3	Profit before tax	525,360	522,052	99.37%
4	Profit after tax	515,323	510,477	99.06%
5	State Budget Contribution	64,857	59,387	91.57%
6	Return on Equity	13.21%	13.01%	98.49%

2. Main business activities:

- Continue to manage and operate Bien Hoa 1 Industrial Park to serve businesses within the Industrial Park until Dong Nai Provincial People's Committee implements the Bien Hoa 1 Industrial Park Conversion Project, while also researching and proposing participation as an investor in implementing the Project.

- At Chau Duc Industrial Park, transfer the lease rights of 10 hectares of land, invest in the construction of 4 factories, and lease out an additional 3 factories, bringing the total number of leased factories to 6.

- Continue exploiting and operating the Xuan Hoa quarry.

- Complete the acquisition of the Sonadezi Building and commence management, operation, and business activities from 2025-07.

- Manage financial investments in companies.

3. Divestment of the Corporation in other businesses:

On 2024-01-16, the General Meeting of Shareholders issued Resolution No. 08/NQ-SZ-QTTH, approving the Corporation Restructuring Plan for the 2021-2025 period.

Through the practical experience of divestment in recent years, for safety, valuation consulting companies always choose methods with the highest valuation results, leading to no investor interest and the inability to transfer shares for divestment.

For prudence, the estimated revenue from divestment in Dong Nai Transportation Construction Joint Stock Company and Dong Nai Industrial and Civil Construction Joint Stock Company No. 1 is only included in the 2025 business results plan.

II. Consolidated Corporation:

1. Key items:

Unit: Million VND

No.	Items	2024 Actual	2025 Plan	2025 Plan /2024 Actual
1	Charter capital	3,765,000	3,765,000	100%
2	Total Revenue	6,172,194	6,680,434	108.23%
3	Profit before tax	1,946,883	1,711,723	87.92%
4	Profit after tax	1,619,396	1,403,613	86.68%
5	State Budget Contribution	752,180	744,840	99.02%
6	Return on Equity	18.37%	15.46%	84.16%

2. Main business activities:

- Continue to manage, operate, and effectively exploit existing projects of each member unit according to 4 operating business lines: Industrial and Civil Real Estate, Construction and Construction Materials; Support Services; Water Supply;

- Continue to exploit the industrial land fund of Chau Duc Industrial Park; invest in the construction and leasing of factories in industrial parks;

- Carry out compensation for site clearance, and implement investment in Long Phuoc 1 Industrial Cluster;

- Invest in technical infrastructure and conduct business operations at Tan Duc Industrial Park;

- Complete procedures and conditions to implement investment projects in An Hoa 2 Residential Area, An Hoa 3 Residential Area, social housing in Loc An Residential Area, and D2D Apartment Building;

- Complete the procedures and conditions for the transfer of housing in the Loc An residential area and the Tam An 1 residential area.

- Continue investing in the Buu Long housing project (area 3); Complete the A6-A7 Social Housing Project.

- Market and conduct business operations in the Huu Phuoc residential area.

- Continue investing in and conducting business operations in the Vinh Tan waste treatment area and the Quang Trung waste treatment area.

3. New project development:

- Continue to develop Ninh Diem 3 Industrial Park in Khanh Hoa province, establish a business to implement the project, prepare an application for investment policy approval, and carry out necessary tasks during the project preparation phase.

- Continue researching and proposing the development of the following projects:

+ Hang Gon Industrial Park: 300ha.

+ Hang Gon Urban Area and Long Khanh Golf Course: 140ha, of which 90ha is for the golf course and 50ha for the urban area.

+ Xuan Hoa Ward Industrial Park (phase up to 2030): 500ha.

+ Bau Xeo 2 Industrial Park: 380ha.

+ Social Housing projects within and outside the province.

- Research participation in land auctions and investor selection bidding to develop new projects within and outside the province.

Sincerely.

Recipients:
- As above;
- File: Office, General Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600363863 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

SONADEZI CORPORATION

AUDITED SEPARATE FINANCIAL STATEMENTS
For the financial year ended 31 December 2024

SONADEZI CORPORATION
Address: No 1, Road 1, Bien Hoa 1 Industrial Park, An Binh Ward,
Bien Hoa City, Dong Nai Province, Vietnam

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MANAGEMENT'S REPORT

Management of Sonadezi Corporation (hereinafter referred to as "the Corporation") hereby presents its report and the audited separate financial statements of the Corporation for the financial year ended 31 December 2024.

MEMBERS OF THE BOARD OF DIRECTORS, THE SUPERVISORY COMMITTEE AND MANAGEMENT

Members of the Board of Directors during the year and on the date of this report include:

Full name	Position
Mr. Truong Dinh Hiep	Chairperson (appointed on 16 April 2024)
Ms. Do Thi Thu Hang	Chairperson (resigned on 16 April 2024)
Mr. Tran Thanh Hai	Member
Ms. Nguyen Thi Hanh	Member
Mr. Nguyen Van Tuan	Member
Mr. Dinh Ngoc Thuan	Member
Mr. Pham Quoc Chi	Member
Ms. Luong Minh Hien	Member

Members of the Supervisory Committee during the year and on the date of this report include:

Full name	Position
Ms. Dang Le Bich Phuong	Head
Mr. Tran Ngoc Tong	Member
Ms. Pham Thi Cam Ha	Member

Members of management during the year and on the date of this report include:

Full name	Position
Mr. Tran Thanh Hai	General Director
Mr. Dinh Ngoc Thuan	Vice General Director
Ms. Nguyen Thi Hanh	Vice General Director
Ms. Luong Minh Hien	Vice General Director
Mr. Truong Dinh Hiep	Vice General Director (resigned on 09 May 2024)

AUDITOR

The accompanying separate financial statements of the Corporation for the financial year ended 31 December 2024 were audited by RSM Vietnam Auditing & Consulting Company Limited, a member firm of RSM International.

(See the next page)

MANAGEMENT'S REPORT (CONTINUED)

RESPONSIBILITY OF MANAGEMENT

The Corporation's management is responsible for preparing the separate financial statements of each period which give a true and fair view of the financial position of the Corporation and the results of its operations and its cash flows. In preparing these separate financial statements, management is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting principles have been followed, subject to any departures that need to be disclosed and explained in the separate financial statements;
- Prepare the separate financial statements on the going concern basis unless it is inappropriate to presume that the Corporation will continue in business; and
- Design and implement the internal control system effectively for a fair preparation and presentation of the separate financial statements so as to mitigate error or fraud.

Management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of the Corporation and ensure that the separate financial statements comply with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and prevailing accounting regulations in Vietnam. Management is also responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Management confirms that the Corporation has complied with the above requirements in preparing these separate financial statements.

STATEMENT BY MANAGEMENT

In management's opinion, the accompanying separate financial statements give a true and fair view of the financial position of the Corporation as at 31 December 2024 and the results of its operations and its cash flows for the financial year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and prevailing accounting regulations in Vietnam.

For and on behalf of management,

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP ĐỒNG NAI

Tran Thanh Hai
General Director

Dong Nai, 17 March 2025

RSM Vietnam
3A Floor, L'Mak The Signature Building
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No: 137/2025/KT-RSMHCM

INDEPENDENT AUDITOR'S REPORT

To: **Shareholders**
Members of the Board of Directors
Members of management
SONADEZI CORPORATION

Report on the separate financial statements

We have audited the accompanying separate financial statements of Sonadezi Corporation (hereinafter referred to as "the Corporation") prepared on 17 March 2025 as set out from page 05 to page 44, which comprise the statement of financial position as at 31 December 2024, and the income statement, and cash-flow statement for the financial year then ended, and the notes to the financial statements.

Management's Responsibility

Management is responsible for the preparation and fair presentation of these separate financial statements in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System and relevant legislation as to the preparation and presentation of financial statements and for such internal control as management determines is necessary to enable the preparation and presentation of the separate financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility are to express an opinion on these separate financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. These standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the separate financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the separate financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the separate financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the separate financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the separate financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

RSM Vietnam is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network.
Each member of the RSM network is an independent accounting and consulting firm which practices in its own right.
The RSM network is not itself a separate legal entity in any jurisdiction.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Opinion

In our opinion, the accompanying separate financial statements give a true and fair view of the financial position of Sonadezi Corporation as at 31 December 2024, and of the results of its financial performance and its cash flows for the financial year then ended in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System issued under Circular 200/2014/TT-BTC dated 22 December 2014 and Circular 53/2016/TT-BTC dated 21 March 2016 by Ministry of Finance and relevant legislation as to the preparation and presentation of separate financial statements.

pp GENERAL DIRECTOR

Luc Thi Van **Vice General Director** Audit Practice Registration Certificate: 0172-2023-026-1	**Ly Trung Thanh** **Auditor** Audit Practice Registration Certificate: 2822-2025-026-1

RSM Vietnam Auditing & Consulting Company Limited

Ho Chi Minh City, 17 March 2025

As disclosed in Note 2.1 to the notes to the financial statements, the accompanying separate financial statements are not intended to present the financial position, financial performance and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

Form B 01 - DN

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Expressed in VND

ASSETS	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
A. CURRENT ASSETS	**100**		**456,382,195,819**	**850,059,073,720**
I. Cash and cash equivalents	**110**	4.1	**36,640,724,352**	**97,898,161,728**
1. Cash	111		26,640,724,352	46,628,161,728
2. Cash equivalents	112		10,000,000,000	51,270,000,000
II. Current financial investments	**120**		**374,792,580,548**	**641,380,000,000**
1. Held to maturity investments	123	4.2	374,792,580,548	641,380,000,000
III. Current account receivables	**130**		**26,948,243,719**	**67,379,863,502**
1. Trade receivables	131	4.3	44,152,485,613	48,285,522,408
2. Advances to suppliers	132		6,161,800,416	125,064,040
3. Other current receivables	136	4.4	7,248,104,741	42,426,265,878
4. Provision for doubtful debts	137	4.5	(30,614,147,051)	(23,456,988,824)
IV. Inventories	**140**		**6,208,944,133**	**11,055,349,434**
1. Inventories	141	4.6	6,208,944,133	11,055,349,434
V. Other current assets	**150**		**11,791,703,067**	**32,345,699,056**
1. Current prepayments	151		542,879,971	494,910,525
2. Value added tax deductible	152	4.13	11,238,602,491	31,848,703,526
3. Tax and other receivables from the state budget	153	4.13	10,220,605	2,085,005

(See the next page)

Form B 01 - DN

STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Expressed in VND

ASSETS	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
B. NON-CURRENT ASSETS	**200**		**4,075,588,418,724**	**3,640,861,687,327**
I. Non-current account receivables	**210**		**1,274,817,500**	**1,274,817,500**
1. Non-current advances to suppliers	212		200,000,000	200,000,000
2. Other non-current receivables	216	4.4	1,074,817,500	1,074,817,500
II. Fixed assets	**220**		**5,664,347,280**	**4,995,997,065**
1. Tangible fixed assets	221	4.7	4,072,527,836	2,827,532,161
Cost	222		13,824,106,450	15,181,719,177
Accumulated depreciation	223		(9,751,578,614)	(12,354,187,016)
2. Intangible fixed assets	227	4.8	1,591,819,444	2,168,464,904
Cost	228		7,705,907,770	7,585,907,770
Accumulated amortisation	229		(6,114,088,326)	(5,417,442,866)
III. Investment property	**230**	4.9	**53,245,908,349**	**56,704,188,882**
1. Cost	231		176,313,467,983	175,622,460,556
2. Accumulated depreciation	232		(123,067,559,634)	(118,918,271,674)
IV. Non-current assets in process	**240**		**2,067,220,408**	**152,695,985,796**
1. Construction in progress	242	4.10	2,067,220,408	152,695,985,796
V. Non-current financial investments	**250**	4.2	**3,697,900,696,846**	**3,135,362,610,395**
1. Investments in subsidiaries	251		1,690,924,462,517	1,744,762,870,217
2. Investments in associates, joint-ventures	252		1,929,321,849,783	1,313,960,016,169
3. Investment in other entities	253		149,148,164,350	149,148,164,350
4. Provision for non-current investments	254		(71,493,779,804)	(72,508,440,341)
VI. Other non-current assets	**260**		**315,435,428,341**	**289,828,087,689**
1. Non-current prepayments	261	4.11	315,435,428,341	289,828,087,689
TOTAL ASSETS (270 = 100 + 200)	**270**		**4,531,970,614,543**	**4,490,920,761,047**

(See the next page)

Form B 01 - DN

STATEMENT OF FINANCIAL POSITION (CONTINUED)

As at 31 December 2024

Expressed in VND

RESOURCES	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
C. LIABILITIES	**300**		**65,848,565,042**	**88,657,049,633**
I. Current liabilities	**310**		**27,758,053,810**	**53,668,563,617**
1. Trade payables	311	4.12	4,061,056,610	6,754,892,454
2. Advances from customers	312		338,750,635	3,691,318,617
3. Taxes and amounts payable to the state budget	313	4.13	6,405,738,113	10,583,143,540
4. Payables to employees	314	4.14	4,295,865,050	3,988,970,305
5. Accrued expenses	315		248,599,740	270,708,915
6. Other current payables	319	4.15	1,351,524,852	6,737,296,807
7. Bonus and welfare fund	322	4.16	11,056,518,810	21,642,232,979
II. Non-current liabilities	**330**		**38,090,511,232**	**34,988,486,016**
1. Other non-current payables	337	4.15	38,090,511,232	34,988,486,016
D. OWNER'S EQUITY	**400**		**4,466,122,049,501**	**4,402,263,711,414**
I. Equity	**410**	4.17	**4,466,122,049,501**	**4,402,263,711,414**
1. Owner's contributed capital	411		3,765,000,000,000	3,765,000,000,000
Ordinary shares carrying voting rights	411a		3,765,000,000,000	3,765,000,000,000
2. Treasury shares	415		(90,100,000)	(90,100,000)
3. Investment and development fund	418		140,512,711,153	117,972,591,153
4. Retained earnings	421		560,699,438,348	519,381,220,261
Beginning accumulated retained earnings	421a		48,926,553,011	68,560,361,519
Retained earnings of the current year	421b		511,772,885,337	450,820,858,742
TOTAL RESOURCES (440 = 300 + 400)	**440**		**4,531,970,614,543**	**4,490,920,761,047**

Tran Thanh Hai	**Le Thi Bich Loan**	**Nguyen Thi Chung**
General Director	**Chief Accountant**	**Preparer**

Dong Nai, 17 March 2025

Form B 02 - DN

INCOME STATEMENT

For the financial year ended 31 December 2024

Expressed in VND

ITEMS	Code	Notes	Year 2024	Year 2023
1. Revenue	1	5.1	265,986,579,231	161,238,230,440
2. Net revenue	10		265,986,579,231	161,238,230,440
3. Cost of sales	11	5.2	183,152,718,811	59,431,804,999
4. Gross profit	20		82,833,860,420	101,806,425,441
5. Finance income	21	5.3	505,120,711,943	463,782,068,871
6. Finance expense	22	5.4	2,803,835,943	41,161,815,629
Of which, interest expense	*23*		*2,822,772,603*	*121,972,603*
7. Selling expense	25		1,765,383,567	3,021,716,928
8. General and administrative expense	26	5.5	59,916,539,623	55,777,247,081
9. Operating profit	30		523,468,813,230	465,627,714,674
10. Other income	31		1,909,774,414	5,173,961,425
11. Other expense	32		18,383,387	142,109,744
12. Net other income	40		1,891,391,027	5,031,851,681
13. Accounting profit before tax	50		525,360,204,257	470,659,566,355
14. Current corporate income tax expense	51	5.7	10,036,908,920	19,838,707,613
15. Net profit after tax	60		515,323,295,337	450,820,858,742

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP

Tran Thanh Hai	**Le Thi Bich Loan**	**Nguyen Thi Chung**
General Director	**Chief Accountant**	**Preparer**

Dong Nai, 17 March 2025

Form B 03 - DN

CASH FLOW STATEMENT
(Indirect method)
For the financial year ended 31 December 2024

Expressed in VND

ITEMS	Code	Notes	Year 2024	Year 2023
I. CASH FLOWS FROM OPERATING ACTIVITIES				
1. Net profit /(loss) before taxation	**01**		**525,360,204,257**	**470,659,566,355**
2. Adjustment for:				
Depreciation and amortisation	02	5.6	11,110,680,883	5,027,414,233
Provisions	03		6,142,497,690	47,427,335,287
Foreign exchange gains/losses from revaluation of foreign currency monetary items	04		(128,452,208)	(17,813,453)
Gains/losses from investment	05		(506,054,233,468)	(463,156,420,086)
Interest expense	06	5.4	2,822,772,603	121,972,603
Other adjustments	07		-	111,952,744
3. Operating profit /(loss) before adjustments to working capital	**08**		**39,253,469,757**	**60,174,007,683**
Increase or decrease in accounts receivable	09		24,963,450,991	(4,927,300,948)
Increase or decrease in inventories	10		(326,046,661)	116,474,940
Increase or decrease in accounts payable (excluding interest expense and CIT payable)	11		(7,755,792,395)	(20,411,747,315)
Increase or decrease prepaid expenses	12		142,826,432,952	24,825,796,110
Interest paid	14		(2,822,772,603)	(121,972,603)
Corporate income tax paid	15	4.13	(14,494,206,947)	(6,000,000,000)
Other cash inflows from operating activities	16		61,390,000	67,880,000
Other cash outflows from operating activities	17		(10,321,901,419)	(8,104,726,660)
Net cash from operating activities	**20**		**171,384,023,675**	**45,618,411,207**
II. CASH FLOWS FROM INVESTING ACTIVITIES				
1. Acquisition and construction of fixed assets and other non-current assets	21		(21,001,276,265)	(361,993,775,631)
2. Proceeds from disposals of fixed assets and other non-current assets	22		1,083,318,182	-
3. Loans to other entities and payments for purchase of debt instruments of other entities	23		(573,890,000,000)	(711,385,000,000)
4. Repayments from borrowers and proceeds from sales of debts instruments of other entities	24		843,380,000,000	939,885,000,000
5. Investments in other entities	25		(562,080,000,000)	-
6. Interest and dividends received	27		531,537,884,824	453,818,573,404
Net cash from investing activities	**30**		**219,029,926,741**	**320,324,797,773**

(See the next page)

Form B 03 - DN

CASH FLOW STATEMENT
(Indirect method)
For the financial year ended 31 December 2024

Expressed in VND

ITEMS	Code	Notes	Year 2024	Year 2023
III. CASH FLOWS FROM FINANCING ACTIVITIES				
1. Proceeds from borrowings	33	6.1	548,000,000,000	53,000,000,000
2. Repayment of borrowings	34	6.2	(548,000,000,000)	(53,000,000,000)
3. Dividends paid	36		(451,799,840,000)	(414,161,110,000)
Net cash from financing activities	**40**		**(451,799,840,000)**	**(414,161,110,000)**
NET INCREASE/(DECREASE) IN CASH (50 = 20+30+40)	**50**		**(61,385,889,584)**	**(48,217,901,020)**
Cash and cash equivalents at beginning of year	60		97,898,161,728	146,097,599,464
Impact of exchange rate fluctuation	61		128,452,208	18,463,284
CASH AND CASH EQUIVALENTS AT END OF YEAR (70 = 50+60+61)	**70**	4.1	**36,640,724,352**	**97,898,161,728**

Tran Thanh Hai	**Le Thi Bich Loan**	**Nguyen Thi Chung**
General Director	**Chief Accountant**	**Preparer**

Dong Nai, 17 March 2025

SONADEZI CORPORATION
AND ITS SUBSIDIARIES

AUDITED CONSOLIDATED FINANCIAL STATEMENTS
For the financial year ended 31 December 2024

SONADEZI CORPORATION AND ITS SUBSIDIARIES
Address: No 1, Road 1, Bien Hoa 1 Industrial Park, An Binh Ward,
Bien Hoa City, Dong Nai Province, Vietnam

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MANAGEMENT'S REPORT

Management of Sonadezi Corporation (hereinafter referred to as "the Corporation") hereby presents its report and the audited consolidated financial statements of the Corporation and its subsidiaries (together with the Corporation hereinafter referred to as "the Group") for the financial year ended 31 December 2024.

MEMBERS OF THE BOARD OF DIRECTORS, THE SUPERVISORY COMMITTEE AND MANAGEMENT

Members of the Board of Directors of the Corporation during the year and on the date of this report include:

Full name	Position
Mr. Truong Dinh Hiep	Chairperson (appointed on 16 April 2024)
Ms. Do Thi Thu Hang	Chairperson (resigned on 16 April 2024)
Mr. Tran Thanh Hai	Member
Ms. Nguyen Thi Hanh	Member
Mr. Nguyen Van Tuan	Member
Mr. Pham Quoc Chi	Member
Mr. Dinh Ngoc Thuan	Member
Ms. Luong Minh Hien	Member

Members of the Supervisory Committee of the Corporation during the year and on the date of this report include:

Full name	Position
Ms. Dang Le Bich Phuong	Head
Mr. Tran Ngoc Tong	Member
Ms. Pham Thi Cam Ha	Member

Members of management of the Corporation during the year and on the date of this report include:

Full name	Position
Mr. Tran Thanh Hai	General Director
Mr. Dinh Ngoc Thuan	Vice General Director
Ms. Nguyen Thi Hanh	Vice General Director
Ms. Luong Minh Hien	Vice General Director
Mr. Truong Dinh Hiep	Vice General Director (resigned on 09 May 2024)

AUDITOR

The accompanying consolidated financial statements were audited by RSM Vietnam Auditing & Consulting Company Limited, a member firm of RSM International.

(See the next page)

MANAGEMENT'S REPORT (CONTINUED)

RESPONSIBILITY OF MANAGEMENT

The Corporation's management is responsible for preparing the consolidated financial statements of each period which give a true and fair view of the consolidated financial position of the Group and the consolidated results of its operations and its consolidated cash flows. In preparing these consolidated financial statements, management is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting principles have been followed, subject to any departures that need to be disclosed and explained in the consolidated financial statements;
- Prepare the consolidated financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business; and
- Design and implement the internal control system effectively for a fair preparation and presentation of the consolidated financial statements so as to mitigate error or fraud.

Management confirms that the Group has complied with the above requirements in preparing these consolidated financial statements.

The Corporation's management is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the consolidated financial position of the Group and ensure that the consolidated financial statements comply with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and prevailing accounting regulations in Vietnam. Management is also responsible for safeguarding the assets of the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT BY MANAGEMENT

In management's opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024 and the consolidated results of its operations and its consolidated cash flows for the financial year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and prevailing accounting regulations in Vietnam.

For and on behalf of management,

M.S.D.N: 3600335363
TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP
TP. BIÊN HÒA - T. ĐỒNG NAI

Tran Thanh Hai
General Director

Dong Nai, 24 March 2025

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No: 256/2025/KT-RSMHCM

INDEPENDENT AUDITOR'S REPORT

To: **Shareholders**
Members of the Board of Directors
Members of management
SONADEZI CORPORATION

Report on the consolidated financial statements

We have audited the accompanying consolidated financial statements of Sonadezi Corporation (hereinafter referred to as "the Corporation") and its subsidiaries (together with the Company hereinafter referred to as "the Group") prepared on 24 March 2025 as set out from page 05 to page 67, which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated income statement, and consolidated cash-flow statement for the financial year then ended, and the notes to the consolidated financial statements.

Management's Responsibility

The Corporation's management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System and relevant legislation as to the preparation and presentation of consolidated financial statements and for such internal control as management determines is necessary to enable the preparation and presentation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. These standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

RSM Vietnam is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network.
Each member of the RSM network is an independent accounting and consulting firm which practices in its own right.
The RSM network is not itself a separate legal entity in any jurisdiction.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Opinion

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of the consolidated results of its financial performance and its consolidated cash flows for the financial year then ended in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System issued under Circular 200/2014/TT-BTC dated 22 December 2014, Circular 53/2016/TT-BTC dated 21 March 2016 and guidance on preparation and presentation of consolidated financial statements under Circular 202/2014/TT-BTC dated 22 December 2014 by Ministry of Finance and relevant legislation as to the preparation and presentation of consolidated financial statements.

pp GENERAL DIRECTOR

Luc Thi Van	**Ly Trung Thanh**
Vice General Director	**Auditor**
Audit Practice Registration Certificate:	Audit Practice Registration Certificate:
0172-2023-026-1	2822-2025-026-1

RSM Vietnam Auditing & Consulting Company Limited

Ho Chi Minh City, 24 March 2025

As disclosed in Note 2.1 to the consolidated financial statements, the accompanying consolidated financial statements are not intended to present the consolidated financial position, consolidated financial performance and consolidated cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.

Form B 01 - DN/HN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Expressed in VND

ASSETS	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
A. CURRENT ASSETS	**100**		**6,953,038,408,724**	**7,555,514,082,850**
I. Cash and cash equivalents	**110**	4.1	**1,599,779,077,056**	**1,150,835,471,673**
1. Cash	111		400,136,046,773	551,102,047,043
2. Cash equivalents	112		1,199,643,030,283	599,733,424,630
II. Current financial investments	**120**		**2,088,660,471,233**	**2,145,950,000,000**
1. Trading securities	121		-	219,325,919,999
2. Provision for trading securities	122		-	(535,919,999)
3. Held to maturity investments	123	4.2	2,088,660,471,233	1,927,160,000,000
III. Current account receivables	**130**		**864,109,251,117**	**1,884,115,040,104**
1. Trade receivables	131	4.3	668,217,707,209	654,218,982,102
2. Advances to suppliers	132	4.4	88,939,461,752	1,098,036,304,701
3. Other current receivables	136	4.5	184,170,750,615	193,020,364,735
4. Provision for doubtful debts	137	4.6	(77,218,668,459)	(61,160,611,434)
IV. Inventories	**140**	4.7	**2,213,026,768,354**	**2,154,975,430,346**
1. Inventories	141		2,214,907,831,042	2,155,108,612,296
2. Provision for decline in value of inventories	149		(1,881,062,688)	(133,181,950)
V. Other current assets	**150**		**187,462,840,964**	**219,638,140,727**
1. Current prepayments	151	4.12	68,951,460,028	54,860,281,989
2. Value added tax deductible	152		113,983,465,863	158,968,901,662
3. Tax and other receivables from the state budget	153	4.15	4,527,915,073	5,808,957,076

(See the next page)

Form B 01 - DN/HN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION
As at 31 December 2024

Expressed in VND

ASSETS	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
B. NON-CURRENT ASSETS	**200**		**14,151,161,724,246**	**15,723,282,082,321**
I. Non-current account receivables	**210**		**125,965,106,976**	**120,883,273,364**
1. Non-current trade receivables	211		74,540,000	74,540,000
2. Non-current advances to suppliers	212		200,000,000	200,000,000
3. Other non-current receivables	216	4.5	132,241,185,376	127,159,351,764
4. Provision for doubtful non-current receivables	219	4.6	(6,550,618,400)	(6,550,618,400)
II. Fixed assets	**220**		**4,454,199,509,626**	**4,933,107,526,180**
1. Tangible fixed assets	221	4.8	4,098,097,016,472	4,603,014,608,791
Cost	222		9,711,536,082,716	9,815,571,055,862
Accumulated depreciation	223		(5,613,439,066,244)	(5,212,556,447,071)
2. Intangible fixed assets	227	4.9	356,102,493,154	330,092,917,389
Cost	228		516,853,838,162	487,299,665,590
Accumulated depreciation	229		(160,751,345,008)	(157,206,748,201)
III. Investment property	**230**	4.10	**3,034,570,156,068**	**4,269,991,947,348**
1. Cost	231		4,798,629,336,929	6,584,990,198,315
2. Accumulated depreciation	232		(1,764,059,180,861)	(2,314,998,250,967)
IV. Non-current assets in process	**240**		**4,634,768,192,882**	**4,285,070,596,409**
1. Construction in progress	242	4.11	4,634,768,192,882	4,285,070,596,409
V. Non-current financial investments	**250**	4.2	**853,010,698,941**	**409,991,916,728**
1. Investments in associates	252		697,103,368,846	271,565,587,589
2. Investment in other entities	253		219,948,164,350	219,948,164,350
3. Provision for non-current investments	254		(84,040,834,255)	(81,521,835,211)
4. Held to maturity investments	255		20,000,000,000	-
VI. Other non-current assets	**260**		**1,048,648,059,753**	**1,704,236,822,292**
1. Non-current prepayments	261	4.12	964,031,115,642	1,625,065,213,861
2. Deferred income tax assets	262	5.9	84,616,944,111	79,171,608,431
TOTAL ASSETS	**270**		**21,104,200,132,970**	**23,278,796,165,171**

(See the next page)

Form B 01 - DN/HN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION (CONTINUED)

As at 31 December 2024

Expressed in VND

RESOURCES	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
C. LIABILITIES	**300**		**10,194,363,922,794**	**13,205,352,479,611**
I. Current liabilities	**310**		**3,877,260,752,630**	**3,864,575,705,395**
1. Trade payables	311	4.13	589,157,407,351	786,789,252,101
2. Advances from customers	312	4.14	790,470,044,372	262,778,238,349
3. Taxes and amounts payable to the state budget	313	4.15	117,058,119,782	140,660,631,448
4. Payables to employees	314	4.16	197,818,377,111	157,713,936,173
5. Accrued expenses	315	4.17	138,875,351,229	189,034,094,817
6. Current unearned revenue	318	4.18	128,174,899,081	199,149,982,920
7. Other current payables	319	4.19	441,492,573,730	527,980,526,212
8. Current loans	320	4.20	1,214,726,166,923	1,324,978,339,216
9. Current provisions	321		20,848,298,136	15,113,198,136
10. Bonus and welfare fund	322	4.21	238,639,514,915	260,377,506,023
II. Non-current liabilities	**330**		**6,317,103,170,164**	**9,340,776,774,216**
1. Advances from customers	332		20,692,516,442	23,251,913,192
2. Accrued expenses	333	4.17	936,338,999,945	870,411,976,670
3. Non-current unearned revenue	336	4.18	2,309,003,113,307	4,650,236,252,591
4. Other non-current payables	337	4.19	250,475,468,529	303,545,549,751
5. Non-current loans	338	4.20	2,797,381,695,184	3,490,652,276,824
6. Non-current provisions	342		3,211,376,757	2,678,805,188

(See the next page)

Form B 01 - DN/HN

CONSOLIDATED STATEMENT OF FINANCIAL POSITION (CONTINUED)

As at 31 December 2024

Expressed in VND

RESOURCES	Code	Notes	As at 31 Dec. 2024	As at 01 Jan. 2024
D. OWNER'S EQUITY	**400**		**10,909,836,210,176**	**10,073,443,685,560**
I. Equity	**410**	4.22	**10,909,836,210,176**	**10,073,443,685,560**
1. Owner's contributed capital	411		3,765,000,000,000	3,765,000,000,000
Ordinary shares carrying voting rights	411a		3,765,000,000,000	3,765,000,000,000
2. Share premiums	412		86,559,686,249	86,559,686,249
3. Other contributed capital	414		513,942,926,002	513,942,926,002
4. Treasury shares	415		(90,100,000)	(90,100,000)
5. Asset revaluation reserve	416		(592,863,242,704)	(592,863,242,704)
6. Investment and development fund	418		919,375,128,877	757,547,224,229
7. Other reserves	420		9,662,316,934	9,662,316,934
8. Retained earnings	421		1,989,800,972,829	1,709,496,932,586
Beginning accumulated retained earnings	421a		1,025,509,540,515	877,114,672,051
Retained earnings of the current year	421b		964,291,432,314	832,382,260,535
9. Non-controlling interest	429		4,218,448,521,989	3,824,187,942,264
TOTAL RESOURCES	**440**		**21,104,200,132,970**	**23,278,796,165,171**

Tran Thanh Hai	**Le Thi Bich Loan**	**Nguyen Thi Chung**
General Director	**Chief Accountant**	**Preparer**

Dong Nai, 24 March 2025

Form B 02 - DN/HN

CONSOLIDATED INCOME STATEMENT

For the financial year ended 31 December 2024

Expressed in VND

ITEMS	Code	Notes	Year 2024	Year 2023
1. Revenue	1	5.1	5,873,085,755,439	5,446,697,369,421
2. Deductions	2		2,008,366,752	11,799,973
3. Net revenue	10		5,871,077,388,687	5,446,685,569,448
4. Cost of sales	11	5.2	3,490,189,535,873	3,394,535,044,246
5. Gross profit	20		2,380,887,852,814	2,052,150,525,202
6. Finance income	21	5.3	190,333,030,161	264,327,607,046
7. Finance expense	22	5.4	112,414,030,980	161,910,587,000
Of which, interest expense	*23*		*103,012,674,827*	*117,308,293,891*
8. Share of the profit(loss) of associates	24		86,559,312,403	17,883,303,508
9. Selling expense	25	5.5	120,309,147,977	108,965,708,416
10. General and administrative expense	26	5.6	470,964,717,592	432,995,623,588
11. Operating profit	30		1,954,092,298,829	1,630,489,516,752
12. Other income	31		24,225,072,314	36,772,455,771
13. Other expense	32		31,434,423,277	9,559,752,401
14. Net other income	40		(7,209,350,963)	27,212,703,370
15. Accounting profit before tax	50		1,946,882,947,866	1,657,702,220,122
16. Current corporate income tax expense	51	5.8	332,932,163,101	280,376,818,261
17. Deferred corporate income tax expense	52	5.9	(5,445,335,680)	(20,515,135,624)
18. Net profit after tax	60		1,619,396,120,445	1,397,840,537,485
19. Owners of the parent company	61		967,841,842,314	832,382,260,535
20. Non-controlling interests	62		651,554,278,131	565,458,276,950
21. Basic earnings per share	70	4.22.3	2,394	2,040
22. Diluted earnings per share	71	4.22.3	2,394	2,040

Tran Thanh Hai	**Le Thi Bich Loan**	**Nguyen Thi Chung**
General Director	**Chief Accountant**	**Preparer**

Dong Nai, 24 March 2025

Form B 03 - DN/HN

CONSOLIDATED CASH FLOW STATEMENT
(Indirect method)
For the financial year ended 31 December 2024

Expressed in VND

ITEMS	Code	Notes	Year 2024	Year 2023
I. CASH FLOWS FROM OPERATING ACTIVITIES				
1. Net profit before taxes	**01**		**1,946,882,947,866**	**1,657,702,220,122**
2. Adjustment for:				
Depreciation and amortisation	02		786,326,838,567	907,957,820,130
Provisions	03		27,776,329,579	50,221,426,406
Foreign exchange gains/losses from revaluation of foreign currency monetary items	04		(47,974,630,398)	(28,194,645,112)
Gains/losses from investment	05		(227,240,731,769)	(252,551,215,421)
Interest expense	06	5.4	103,012,674,827	117,308,293,891
Other adjustments	07		167,428,765	6,286,634
3. Operating profit /(loss) before adjustments to working capital	**08**		**2,588,950,857,437**	**2,452,450,186,650**
Increase or decrease in accounts receivable	09		114,438,652,584	67,371,571,871
Increase or decrease in inventories	10		(180,072,345,385)	(361,848,196,246)
Increase or decrease in accounts payable (excluding interest expense and CIT payable)	11		550,895,793,453	253,772,881,603
Increase or decrease prepaid expenses	12		379,686,712,739	242,095,291,472
Interest paid	14		(107,283,305,182)	(117,688,064,068)
Corporate income tax paid	15	4.15	(318,502,131,087)	(238,359,813,834)
Other cash inflows from operating activities	16		396,410,000	157,354,000
Other cash outflows from operating activities	17		(134,988,930,241)	(95,262,545,787)
Net cash from operating activities	**20**		**2,893,521,714,318**	**2,202,688,665,661**
II. CASH FLOWS FROM INVESTING ACTIVITIES				
1. Acquisition and construction of fixed assets and other non-current assets	21		(1,423,783,978,114)	(2,211,583,719,112)
2. Proceeds from disposals of fixed assets and other non-current assets	22		1,714,350,532	2,303,960,370
3. Loans to other entities and payments for purchase of debt instruments of other entities	23		(2,782,674,500,000)	(2,458,385,000,000)
4. Repayments from borrowers and proceeds from sales of debts instruments of other entities	24		2,535,520,000,000	2,814,797,026,133
5. Proceeds from sales of investments in other entities	26		-	4,350,706,152
6. Interest and dividends received	27		192,266,519,226	250,761,306,178
Net cash from investing activities	**30**		**(1,476,957,608,356)**	**(1,597,755,720,279)**

(See the next page)

Form B 03 - DN/HN

CONSOLIDATED CASH FLOW STATEMENT
(Indirect method)
For the financial year ended 31 December 2024

Expressed in VND

ITEMS	Code	Notes	Year 2024	Year 2023
III. CASH FLOWS FROM FINANCING ACTIVITIES				
1. Proceeds from issuing stocks and capital contribution from owners	31		579,937,920,000	1,974,970,000
2. Proceeds from borrowings	33	6.1	1,754,550,440,558	1,603,560,467,741
3. Repayment of borrowings	34	6.2	(2,511,032,738,048)	(1,761,324,213,580)
4. Dividends paid	36		(791,305,662,150)	(704,513,062,375)
Net cash from financing activities	**40**		**(967,850,039,640)**	**(860,301,838,214)**
NET INCREASE/(DECREASE) IN CASH (50 = 20+30+40)	**50**		**448,714,066,322**	**(255,368,892,832)**
Cash and cash equivalents at beginning of year	60		1,150,835,471,673	1,405,792,705,846
Impact of exchange rate fluctuation	61		229,539,061	411,658,659
CASH AND CASH EQUIVALENTS AT END OF YEAR (70 = 50+60+61)	**70**	4.1	**1,599,779,077,056**	**1,150,835,471,673**

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP TP. BIÊN HÒA - T. ĐỒNG NAI

Tran Thanh Hai	**Le Thi Bich Loan**	**Nguyen Thi Chung**
General Director	**Chief Accountant**	**Preparer**

Dong Nai, 24 March 2025

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No.: 261 /BC-SNZ-QTTH

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-17

REPORT OF THE BOARD OF DIRECTORS
On the activities in 2024 and the direction of activities for 2025

To: General Meeting of Shareholders

I. Member of the Board of Directors, term II (2021 – 2026):

No.	Name	Position
1	Do Thi Thu Hang	Chairman of the Board of Directors (Dismissed from 2024-04-16)
2	Truong Dinh Hiep	Chairman of the Board of Directors (Elected from 2024-04-16)
3	Tran Thanh Hai	Member of the Board of Directors
4	Nguyen Thi Hanh	Member of the Board of Directors
5	Dinh Ngoc Thuan	Member of the Board of Directors
6	Luong Minh Hien	Member of the Board of Directors
7	Nguyen Van Tuan	Non-Executive Member of the Board of Directors
8	Pham Quoc Chi	Non-Executive Member of the Board of Directors

II. Report on the Activities of the Board of Directors in 2024:

1. Summary of Board of Directors meetings and decisions:

In 2024, the Board of Directors of the Corporation held 08 meetings with the full participation of the members, 137 written opinions on matters within its competence, thereby issuing 53 Resolutions/Decisions to lead and manage the business operations of the parent company, directing, orienting, and supervising the operations of the entire ecosystem with some main contents as follows:

2.1 Business Operations:

- The Board of Directors has assigned annual operating tasks to the General Director and the group of Capital Representatives at the member companies.

- Approving the framework of land and factory lease transfer prices for lease at Chau Duc Industrial Park in 2024.

- Directing Capital Representatives at member companies on matters within their competence according to the Regulations on management of the Capital Representatives.

- Exercising the entire right to purchase shares of Sonadezi Chau Duc Shareholding Company.

- Approving the divestment plan by transferring the Corporation's capital contribution in Amata Bien Hoa Urban Joint Stock Company.

2.2 Personnel work:

- Dismissing the Vice General Director of the Corporation.

- Reviewing the planning of leadership and management personnel for the period 2020 – 2025 and 2025 – 2030 of Sonadezi Corporation.

- Appointing/dismissing Capital Representatives at member companies.

- Evaluating and classifying Managers and the Head of the Internal Audit Committee, and the level of completion of tasks of Capital Representatives.

In addition, during the year, the Board of Directors approved other contents within its competence (Details in the attached List of Board of Directors Resolutions/Decisions).

2. Salaries, remuneration, and operating expenses of the Board of Directors implemented in 2024:

No.	Content	Plan (VND/month)	Implemented (VND/month)
1	Salary of Chairman of the Board of Directors	88,900,000	138,364,469
2	Remuneration of each Member of the Board of Directors	12,000,000	22,456,186

3. Report on transactions between Sonadezi Corporation, subsidiaries, companies in which Sonadezi Corporation holds 50% or more of the charter capital, with members of the Board of Directors and their related persons:

Details are in Appendix 3 of the Report on Corporate Governance 2024 No. 48/BC-SNZ-QTTH dated 2025-01-23 of Sonadezi Corporation, which has been publicly disclosed.

4. Report on transactions between Sonadezi Corporation and companies in which members of the Board of Directors are founders or managers within the last 03 years prior to the transaction:

Details are in Appendix 4 of the Report on Corporate Governance 2024 No. 48/BC-SNZ-QTTH dated 2025-01-23 of Sonadezi Corporation, which has been publicly disclosed.

5. Directing and supervising the General Director:

In the course of exercising their powers and responsibilities, the Board of Directors always complies with the Charter, carefully considers, and makes recommendations and directions for the General Director to operate in the best way to ensure the maximum legal benefits of the Corporation and shareholders.

The General Director manages the Corporation's operations in accordance with the resolutions of the Board of Directors, regularly reporting and communicating with the Board of Directors and making timely adjustments to ensure the achievement of objectives with the highest efficiency.

The Board of Directors and the General Director collaborate closely, implementing the governance-management relationship in accordance with the Charter and internal regulations.

III. Orientation of the Board of Directors' Activities Plan for 2025:

In 2024, in the context of numerous difficulties, challenges, and emerging risks, the Corporation strived to substantially complete the business plan.

The Corporation's mission for 2025 is defined not only by completing the plan and generating growth for a year, but also by preparing and creating the foundation and momentum for growth for a new period, a new development cycle. Therefore, to overcome difficulties and seize opportunities in the new era of growth, the entire system focuses on implementing five groups of tasks as follows:

- The Sonadezi system is determined and committed to successfully completing the 2025 plan. In operations and project implementation, there will be a strong focus on achieving high efficiency, ensuring healthy and safe cash flow, and maintaining high-quality growth.

- In line with the inevitable trend of the country and the local government toward streamlining the apparatus, the Corporation will research, arrange, and restructure those areas that are not yet efficient, focusing resources and leveraging the advantages of each unit to create competitive advantages. This will lead to synchronized growth across the four main areas, ensuring the overall growth rate of the Corporation.

- Actively and effectively implement the investment plan for new projects to increase product sources, expand growth potential in the next phase, and continue to create positive impacts for the local community and society.

- Maintain and enhance solidarity, creativity, innovative thinking, and improve productivity, and strengthen connections and effective collaboration throughout the

entire system. In addition, prioritize human resource quality with ongoing training in specialized knowledge and skills for employees. For middle and senior management in the system, specialized training and assessment, selection, and development will enhance the development of key personnel, satisfying the Corporation's development demands for the new era.

- Maintain and strive to improve corporate governance quality; identify and control legal, information, and data risks. In terms of digital transformation, the focus will be on enhancing data analysis skills, using digital technology smartly, efficiently, and responsibly, and increasing the system's ability to exploit data value. At the same time, sustainable development practices will be researched and green and digital transformations will be promoted to meet the Net Zero target.

Note:.

Attached: Appendix 3, Appendix 4, List of Resolutions/Decisions of the Board of Directors in 2024 in Report on Corporate Governance No. 48/BC-SNZ-QTTH dated 2025-01-23 of Sonadezi Corporation.

Sincerely.

Recipients:
- The 2025 Annual General Meeting of Shareholders;
- File: Office, General Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

LIST OF RESOLUTIONS/DECISIONS
OF THE BOARD OF DIRECTORS IN 2024

(Attached to Report No 261/BC-SNZ-QTTH dated 2025-04-17 of the Board of Directors of the Corporation)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	02/QĐ-SNZ-NS	11/01/2024	Decision on the bonus in 2023 for the capital representative group of Sonadezi Corporation at Sonadezi Giang Dien Shareholding Company.	100%
2	03/QĐ-SNZ-NS	11/01/2024	Decision on the bonus in 2023 for the capital representative group of Sonadezi Corporation at Sonadezi College of Technology and Management.	100%
3	04/QĐ-SNZ-NS	11/01/2024	Decision on the bonus in 2023 for the capital representative group of Sonadezi Corporation at Sonadezi Long Thanh Shareholding Company.	100%
4	05/QĐ-SNZ-NS	11/01/2024	Decision on the bonus in 2023 for the capital representative group of Sonadezi Corporation at Sonadezi Long Binh Shareholding Company.	100%
5	06/QĐ-SNZ-NS	11/01/2024	Decision on the bonus in 2023 for the capital representative group of Sonadezi Corporation at Dong Nai Port JSC.	100%
6	07/QĐ-SNZ-NS	11/01/2024	Decision on the bonus in 2023 for the capital representative group of Sonadezi Corporation at Dong Nai Water Supply JSC.	100%
7	11/NQ-SNZ-QTTH	18/01/2024	Resolution on approving the price framework for land lease right transfer and factory	71,40%

No.	Resolution/Decision No.	Date	Content	Approval rate
			leasing in Chau Duc Industrial Park in 2024.	
8	16/NQ-SNZ-NS	26/01/2024	Resolution on supplementary salary and bonuses for Grassroots-level Commendation Titles for the managers in charge.	85,70%
9	19/NQ-SNZ-QTTH	26/01/2024	Resolution on disapproving the plan to issue stocks to increase charter capital of Industry Civil Construction Dong Nai No. 1 JSC.	85,70%
10	20/NQ-SNZ-QTTH	31/01/2024	Resolution on the timing for valuating the SZC stock for the rights offering valuation in January 2024.	85,70%
11	22/QĐ-SNZ-QTTH	25/01/2024	Decision on the delegation of duties by the Chairman of the Board of Directors.	100%
12	23/QĐ-SNZ-NS	25/01/2024	Decision on the evaluation and classification for the year 2023 of the Corporation's Managers and the Head of the Internal Audit Committee.	85,70%
13	25/QĐ-SNZ-QTTH	27/02/2024	Resolution on approval of the record date to determine the list of shareholders entitled to attend the 2024 Annual General Meeting of Shareholders.	100%
14	35/QĐ-SNZ-NS	05/03/2024	Decision on the appointment of Sonadezi's capital representatives at Sonadezi Long Binh Shareholding Company for the 2024-2029 term.Long Binh Shareholding Company.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
15	36/QĐ-SNZ-NS	05/03/2024	Decision on the dismissal of Sonadezi's capital representatives at Dong Nai Material and Building Investment JSC.	100%
16	38/QĐ-SNZ-NS	06/03/2024	Decision on the appointment of Sonadezi's capital representatives at Quoc lo 91 Can Tho-An Giang Investment JSC. for the 2024-2029 term.	71,40%
17	40/NQ-SNZ-DAKD	12/03/2024	Resolution on approving the renewal of land retention of companies in Chau Duc Industrial Park.	85,70%
18	41/NQ-SNZ-QTTH	12/03/2024	Resolution to execute all rights offering of SZC	80,00%
19	42/QĐ-SNZ-QTTH	14/03/2024	Resolution on borrowing and mortgaging/pledging assets at Vietnam Joint Stock Commercial Bank for Industry and Trade.	85,70%
20	46a/QĐ-SNZ-QTTH	18/03/2024	Decision on the assignment of duties within the Board of Directors of the Corporation.	100%
21	46/NQ-SNZ-QTTH	18/03/2024	Resolution of the Board of Directors approving the signing of the contract "Environmental Protection Monitoring Report for Bien Hoa Industrial Park 1 in 2024" with a related parties.	100%
22	48/QĐ-SNZ-NS	25/03/2024	Decision on adjusting the authorized capital for Sonadezi's capital representative at Dong Nai Housing JSC.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
23	49/QĐ-SNZ-NS	25/03/2024	Decision on appointing and dismissing Sonadezi's capital representatives at Industrial Urban Development JSC. No. 2	100%
24	50/QĐ-SNZ-NS	25/03/2024	Decision on appointing and dismissing Sonadezi's capital representatives at Sonadezi An Binh Shareholding Company.	100%
25	51/QĐ-SNZ-NS	25/03/2024	Decision on appointing and dismissing Sonadezi's capital representatives at Sonadezi Giang Dien Shareholding Company.	100%
26	52/QĐ-SNZ-NS	25/03/2024	Decision on appointing and dismissing Sonadezi's capital representatives at Sonadezi Service JSC.	100%
27	57/QĐ-SNZ-NS	02/04/2024	Decision on adjusting the authorized capital for Sonadezi's capital representative at Sonadezi Long Thanh Shareholding Company.	100%
28	58/NQ-SNZ-QTTH	11/04/2024	Resolution on approving the signing of the contract for "Planting trees, flowers, and rainwater drainage ditches in the Lam Son Park area" with related parties.	100%
29	63/NQ-SNZ-QTTH	15/04/2024	Resolution on managing and recovering receivables and investments of the Corporation.	100%
30	66/QD-SNZ-NS	24/04/2024	Decision on approving of the labor usage plan and wage fund plan for 2024.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
31	72/QĐ-SNZ-NS	09/05/2024	Decision on the dismissal of the Vice General Director of the Corporation.	100%
32	73/QĐ-SNZ-NS	09/05/2024	Decision on appointing and dismissing Sonadezi's capital representatives at Sonadezi Giang Dien Shareholding Company.	100%
33	74/NQ-SNZ-QTTH	13/05/2024	Resolution of the BOD approving the signing of the contract with Sonadezi Chau Duc Shareholding Company.	100%
34	81/QĐ-SNZ-NS	13/06/2024	Decision on dismissing Sonadezi's capital representatives at Dong Nai Housing JSC.	100%
35	82/QĐ-SNZ-NS	13/06/2024	Decision on adjusting the authorized capital for Sonadezi's capital representative at Dong Nai Housing JSC.	100%
36	84/QĐ-SNZ-NS	17/06/2024	Decision on appointing and dismissing Sonadezi's capital representatives at Sonadezi Service JSC.	100%
37	86/QĐ-SNZ-NS	17/06/2024	Decision on adjusting the authorized capital for Sonadezi's capital representative at Sonadezi Giang Dien Shareholding Company.	100%
38	87/QĐ-SNZ-NS	17/06/2024	Decision on dismissing Sonadezi's capital representatives at Sonadezi Giang Dien Shareholding Company.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
39	91/QĐ-SNZ-NS	27/06/2024	Decision on the evaluation of 2023 Sonadezi's capital representatives.	100%
40	93/QĐ-SNZ-NS	01/07/2024	Decision on the salary increment for Managers and the Head Internal Audit Committee of the Corporation.	100%
41	100/QĐ-SNZ-HĐQT	17/07/2024	Decision on approving the adjustment of the contractor selection plan (1st time) for bidding packages under the project: Rental Factory at Chau Duc Industrial Park - Phase 2.	100%
42	116/QĐ-SNZ-NS	21/08/2024	Decision on bonus payment for the Independence Day for Managers of the Corporation	100%
43	117/QĐ-SNZ-QTTH	26/08/2024	Resolution on approving the adjustment of the implementation progress of the Rental Factory in Chau Duc Industrial Park Project.	100%
44	122/QĐ-SNZ-NS	04/09/2024	Decision on approving the list of individuals removed from the planning for the positions of Chairman of the Board of Directors and Board Members of the Corporation for the 2020-2025 term.	100%
45	123/QĐ-SNZ-NS	04/09/2024	Decision on approving the list of individuals removed from the planning for the positions of Chairman of the Board of Directors, Board Members and General Director of the Corporation for the 2025-2030 term.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
46	126NQ/QĐ-SNZ-QTTH	10/09/2024	Resolution on cash dividend payment in 2023.	100%
47	143NQ/QĐ-SNZ-DAKD	23/10/2024	Resolution on adjusting the Investment Certificate for the Project: Construction of drainage pipeline for Giang Dien Industrial Park.	100%
48	149NQ/QĐ-SNZ-QTTH	04/11/2024	Resolution on divesting from Amata City Bien Hoa JSC.	100%
49	154/QĐ-SNZ-NS	13/11/2024	Decision on the 2023-2024 evaluation for of Sonadezi's capital representatives at Sonadezi College of Technology and Management.	100%
50	161/QĐ-SNZ-KT	02/12/2024	Decision on issuing the first amendment to the Regulations on Debt Management of Sonadezi Corporation.	100%
51	166/QĐ-SNZ-NS	04/12/2024	Decision on dismissing and adjusting the authorized capital for Sonadezi's capital representative at Dong Nai Material & Building Investment JSC.	100%
52	190/QĐ-SNZ-QTTH	24/12/2024	Resolution on approving the signing of the contract for the Maintenance of infrastructure at Bien Hoa 1 Industrial Park in 2025 with related parties.	100%
53	191/QĐ-SNZ-QTTH	31/12/2024	Resolution on approving the price framework for land lease right transfer and factory leasing in Chau Duc Industrial Park for 2025.	100%

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APPENDIX 3: TRANSACTION BETWEEN INTERNAL PERSONS OF THE COMPANY, RELATED PARTIES OF INTERNAL PERSONS AND THE COMPANY'S SUBSIDIARIES IN WHICH THE COMPANY TAKES CONTROLLING POWER

Attached to Report on Corporate Governance for 2024, No. 48/BC-SNZ-QTTH, dated 2025-01-23

No	Transaction executor	Relationship with internal persons	Posittion at the listed Corporation	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
I	**INTERNAL PERSONS**								
1	Lương Minh Hiền		Member of BOD, Vice General director	Indentification number: 008175000173 Date of issue: 30/3/2021 Place of issue: The Police Department for Administrative management of Social order	Block A169, Street 5 extension, Thống Nhất Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 6.600 sahres; - Value of transaction 132.000.000 VND	

No	Transaction executor	Relationship with internal persons	Posittion at the listed Corporation	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
2	Phạm Quốc Chí		Non - executive Member of the BOD	Indentification number: 008062000832 Date of issue: 07/04/2021 Place of issue: The Police Department for Administrative management of Social order	141A, Cách Mạng Tháng Tám Street, Quarter 3, Quyết Thắng Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 490.260 shares - Value of transaction 9.805.200.000 VND	
3	Trần Ngọc Tòng		Member of Board of Supervisors	Identification number: 075086001637 Date of issue: 07/04/2021 Place of issue: The Police Department for Administrative management of Social order	K3/135C Quarter 1, Bửu Hòa Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 1.000 shares; - Value of transaction 20.000.000 VND	
B	**RELATED PARTIES OF INTERNAL PERSONS**								

No	Transaction executor	Relationship with internal persons	Posittion at the listed Corporation	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
1	Trần Trung Chiến	Husband of Internal person Lương Minh Hiền (Member of BOD, Vice General director)		Identification number: 001075029036 Date of issue: 07/4/2021 Place of issue: The Police Department for Administrative management of Social order	A169, Quarter 7, Thống Nhất Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 1.200 shares; - Value of transaction 24.000.000 VND	
2	Nguyễn Mạnh Thắng	Brother in law of Internal person Lương Minh Hiền (Member of BOD, Vice General director)		Indentification number: 001068038081 Date of issue: 17/5/2021 Place of issue: The Police Department for Administrative management of Social order	Lane 562, Láng Street, Láng Hạ Ward, Đống Đa District, Hà Nội City	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 14.500 shares; - Value of transaction 290.000.000 VND	

No	Transaction executor	Relationship with internal persons	Posittion at the listed Corporation	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
				Indentification number: 001068038081 Date of issue: 17/5/2021 Place of issue: The Police Department for Administrative management of Social order	Lane 562, Láng Street, Láng Hạ Ward, Đống Đa District, Hà Nội City	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 600.000 shares; - Value of transaction 12.000.000.000 VND	
3	Phạm Xuân Bách	Biological brother of Internal person Phạm Quốc Chí (Non – executive member of the BOD)		Indentification number: 015056005015 Date of issue: 07/11/2023 Place of issue: The Police Department for Administrative management of Social order	236 Nguyễn Chí Thanh, Ward 2, District 10, Hồ Chí Minh City	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 125.000 shares; - Value of transaction 2.500.000.000 VND	

No	Transaction executor	Relationship with internal persons	Posittion at the listed Corporation	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
4	Phạm Trọng Lập	Biological brother of Internal person Phạm Quốc Chí (Non – executive member of the BOD)		Indentification number: 036047002899 Date of issue: 29/3/2021 Place of issue: The Police Department for Administrative management of Social order	An Bình Residential, An Bình Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 27.000 shares; - Value of transaction 540.000.000 đồng	
5	Phạm Thiên Trung	Biological son of Internal person Phạm Quốc Chí (Non – executive member of the BOD)		Indentification number: 075096014563 Date of issue: 12/8/2022 Place of issue: The Police Department for Administrative management of Social order	141A Cách mạng tháng 8, Quyết Thắng Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 9.190 shares; - Value of transaction 183.800.000 VND	

No	Transaction executor	Relationship with internal persons	Posittion at the listed Corporation	ID card No./ Passport No., date of issue, place of issue	Address	Name of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Note
6	Lê Thị Lệ Xinh	Biological sister of Lê Thị Lệ Hằng (Head of Internal audit Committee)		Indentification number: 075185010759 Date of issue: 10/8/2021 Place of issue: The Police Department for Administrative management of Social order	N6 Phúc Hải Residential, Tân Phong Ward, Biên Hòa City, Đồng Nai Province	Sonadezi Chau Duc Shareholding company - Subsidiary	Year 2024	- Content: Transaction of stock purchase rights for existing shareholders; - Quantity 120 shares; - Value of transaction 2.400.000 VND	

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APPENDIX 04: TRANSACTIONS BETWEEN THE CORPORATION AND THE COMPANY THAT ITS MEMBERS OF BOARD OF DIRECTORS, THE BOARD OF SUPERVISORS, GENERAL DIRECTOR HAVE BEEN FOUNDING MEMBERS OR MEMBERS OF BOARD OF DIRECTORS, OR CEOS IN THREE (03) LATEST YEARS

Attachment to Report on the Corporate Governance of the Corporation in 2024, no. 48/BC-SNZ-QTTH, dated 2025-01-23

No.	Name of organization/ individual	Relationship with the Corporation	ID card No./Passport No., date of issue, place of issue	Address	Time of transaction with the Corporation	Approved Resolution/Decision No. of the GMS/the BOD	Content, quantity, total value of transaction	Note
1	Sonadezi Long Thanh Shareholding Company (SZL)	Subsidiary/Related organization: Mr. Dinh Ngoc Thuan – Member of the BOD, Vice General Director of SNZ is currently Member of the BOD of SZL and Mr. Nguyen Van Tuan – Member of the BOD SNZ is currently Chairman of the BOD of SZL	Business Registration Certificate: 3600649539 16th amendment Date of issue: 13/12/2023 Place of issue: Dong Nai Province Department of	Road No. 5, Long Thanh Industrial Park, Tam An Commune, Long Thanh District, Dong Nai Province	2024		Receiving dividend: **30.714.000.000 VND**	2023 dividend (final payment) – 20%

No.	Name of organization/ individual	Relationship with the Corporation	ID card No./Passport No., date of issue, place of issue	Address	Time of transaction with the Corporation	Approved Resolution/Decision No. of the GMS/the BOD	Content, quantity, total value of transaction	Note
			planning and investment					
2	Dong Nai Port JSC. (PDN)	Subsidiary/Related organization: Mr. Tran Thanh Hai – Member of the BOD, General Director of SNZ is currently Chairman of the BOD of PDN	Số: 3600334112 9th amendment Date of issue: 17/7/2023 Place of issue: Dong Nai Province Department of planning and investment	1B-D3 Binh Duong Quarter, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province	2024		Receiving dividend: **43.452.612.000 VND**	2023 dividend (final payment) – 23%
3	Sonadezi Chau Duc Shareholding Company (SZC)	Subsidiary/Related organization: Mr. Dinh Ngoc Thuan - Member of the BOD, Vice General Director of SNZ is currently Chairman of the BOD of SZC and Mr. Nguyen Van Tuan - Member of the BOD of SNZ is currently Member of the BOD, General Director of SZC	Business Registration Certificate: 3600899948 13th amendment Date of issue: 04/5/2024 Place of issue: Dong Nai Province Department of planning and investment	9th Floor, Sonadezi Building, No. 1, Road No. 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	2024	No. 12/NQ-SZC-HDQT dated 09/4/2024	Management fee, infrastructure rental fee, annual land lease fee for Industrial Park: **20.822.084.490 VND**	Purchase
							Receiving dividend: **56.208.000.000 VND**	2023 dividend – 10%

No.	Name of organization/ individual	Relationship with the Corporation	ID card No./Passport No., date of issue, place of issue	Address	Time of transaction with the Corporation	Approved Resolution/Decision No. of the GMS/the BOD	Content, quantity, total value of transaction	Note
						No 41/NQ-SNZ-QTTH dated 12/03/2024	Transaction of stock purchase rights: Quantity: **24.104.000** shares; Value: **562.080.000.000**	
4	Sonadezi Long Binh Shareholding Company (SZB)	Subsidiary/Related organization: Ms. Luong Minh Hien – Member of the BOD, Vice General Director is currently Chairman of the BOD of SZB and Mr. Tran Thanh Hai – Member of the BOD, General Director was Member of the BOD of SZB until 4/2024	Business Registration Certificate: 3601867699 5th amendment Date of issue: 06/5/2022 Place of issue: Dong Nai Province Department of planning and investment	No. 1, Road No. 3A, Bien Hoa 2 Industrial Park, Bien Hoa City, Dong Nai Province	2024		Receiving dividend: **31.894.100.000 VND**	2023 dividend (final payment) – 23%
							Receiving dividend: **13.867.000.000 VND**	1/2024 dividend advance payment - 10%
5	Sonadezi Services JSC. (SDV)	Subsidiary/Related organization: Ms. Luong Minh Hien – Member of the BOD, Vice General Director of SNZ is currently Chairman of the BOD	Business Registration Certificate: 3600890938 14th amendment Dated	8th Floor, Sonadezi Building, No. 1, Road No. 1, Bien Hoa 1 Industrial	2024	Resolution No. 46/NQ-SNZ-QTTH dated 18/3/2024	Preparing 2024 envionmental monitoring reports for Bien Hoa 1 Industrial Park: **137.574.000**	Purchase

No.	Name of organization/ individual	Relationship with the Corporation	ID card No./Passport No., date of issue, place of issue	Address	Time of transaction with the Corporation	Approved Resolution/Decision No. of the GMS/the BOD	Content, quantity, total value of transaction	Note
		of SDV	26/6/2024 Place of issue: Dong Nai Province Department of planning and investment	Park, An Binh Ward, Bien Hoa City, Dong Nai Province			**VND**	
							Receiving dividend: **2.000.000.000 VND**	2023 dividend – 20%
6	Sonadezi Giang Dien Shareholding Company (SZG)	Affiliated company/Related organization: Ms. Nguyen Thi Hanh – Member of the BOD, Vice General Director of SNZ is currently Chairman of the BOD and Mr. Truong Dinh Hiep – Chairman of the BOD of SNZ was Member of the BOD until T5/2024	No.: 3603474037 3rd amendment Date of issue: 22/12/2023 Place of issue: Dong Nai Province Department of planning and investment	1st Floor, Sonadezi Building, No. 1, Road No. 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	2024	Land Leasing Contract No. 84/HĐTĐ/BH1 dated 08/12/2017 and Appendix 05 dated 15/6/2022	Land rental fee for Bien Hoa 1 Industrial Park: **73.557.039 VND**	Sales
						Resolution No. 107/NQ-QTTH-SNZ dated 20/5/2022	Office rent and management fee, parking fee: **2.412.129.546 VND**	Purchase
							Receiving dividend: **28.050.000.000 VND**	2023 dividend – 11%

No.	Name of organization/ individual	Relationship with the Corporation	ID card No./Passport No., date of issue, place of issue	Address	Time of transaction with the Corporation	Approved Resolution/Decision No. of the GMS/the BOD	Content, quantity, total value of transaction	Note
7	Dong Nai Housing JSC. (DHC)	Affiliated company/Related organization: Mr. Truong Dinh Hiep – Chairman of the BOD of SNZ was Director of until T4/2024, Vice Chairman of the BOD (resignation letter dated 15/4/2024)	Business Registration Certificate: 3600322445 9th amendment Date of issue: 11/4/2024 Place of issue: Dong Nai Province Department of planning and investment	No. 121 Phan Chu Trinh Street, Quang Vinh Ward, Bien Hoa City, Dong Nai Province	2024		Receiving dividend: **3.507.840.000 VND**	2023 dividend – 20%

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No.: 262/BC-SNZ-KS

Dong Nai, 2025-04-17

REPORT OF THE BOARD OF SUPERVISORS
On the inspection and supervision of business activities in 2024

To: The General Meeting of Shareholders of Sonadezi Corporation

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to the functions and duties of the Board of Supervisors;

Pursuant to the Regulations on Operation of the Board of Supervisors,

The Board of Supervisors reports the results of the inspection and supervision of the production, business, and activities of the Board of Supervisors in 2024 at Sonadezi Corporation (Corporation) with the following specific contents:

A. ASSESSMENT OF THE REPORTS SUBMITTED BY THE BOARD OF DIRECTORS TO THE GENERAL MEETING OF SHAREHOLDERS IN 2024:

I. The Audited 2024 Financial Statements:

Based on the Corporation's 2024 financial statements audited by RSM Vietnam Auditing and Consulting Company Limited, the Board of Supervisors has reviewed and agreed on the following issues: The 2024 financial statements have fairly and reasonably reflected the material aspects of the financial situation as of 2024-12-31, as well as the Corporation's business performance in 2024.

II. Report on the Business Performance and Report on Activities of the Board of Directors (BOD) in 2024:

- The report on the business performance in 2024 has fully and truthfully reflected the results of business activities, the implementation of projects, and other activities of the Corporation in 2024.

- The report on the activities of the BOD in 2024 truthfully and fully reflected the activities of the BOD in setting business strategies, managing the Corporation's ecosystem; directing the implementation of resolutions of the General Meeting of Shareholders; supervising the business activities of the Corporation; supervising the General Director in managing and operating the Corporation and other tasks under the BOD's authority.

B. RESULTS OF SUPERVISING THE CORPORATION'S OPERATIONAL AND FINANCIAL STATUS:

Through the process of supervising the activities of the Corporation in 2024, the Board of Supervisors has the following assessments:

I. The Business Performance in 2024:

1. Results of implementing the Resolution of the General Meeting of Shareholders on the business plan:

1.1 Business performance at the Parent Company:

No.	Items	Unit	2023 Actual	2024 Plan	2024 Actual	% Completion	
						Compared to the same period last year	Compared to the plan
1	Charter capital	Million VND	3,765,000	3,765,000	3,765,000	100.00%	100.00%
2	Total Revenue	Million VND	630,194	695,038	773,017	122.66%	111.22%
3	Profit before tax	Million VND	470,660	504,578	525,360	111.62%	104.12%
4	Profit after tax	Million VND	450,821	462,012	515,323	114.31%	111.54%
5	Return on Equity	%	11.63	11.96	13.21	113.59%	110.45%
6	State budget contribution	Million VND	61,460	60,019	64,857	105.53%	108.06%

1.2 Business performance according to the consolidated figures of the Corporation:

No.	Items	Unit	2023 Actual	2024 Plan	2024 Actual	% Completion	
						Compared to the same period last year	Compared to plan
1	Charter capital	Million VND	3,765,000	3,765,000	3,765,000	100.00%	100.00%
2	Total Revenue	Million VND	5,765,669	6,366,350	6,172,194	107.05%	96.95%
3	Profit before tax	Million VND	1,657,702	1,631,421	1,946,883	117.44%	119.34%

No.	Items	Unit	2023 Actual	2024 Plan	2024 Actual	% Completion	
						Compared to the same period last year	Compared to plan
4	Profit after tax	Million VND	1,397,841	1,370,394	1,619,396	115.85%	118.17%
5	Return on Equity	%	16.89	15.27	18.37	108.76%	120.30%
6	State budget contribution	Million VND	655,006	651,314	752,180	114.84%	115.49%

1.3 Assessment:

The business results in 2024 at the Parent Company are demonstrated through the following items: Total revenue reached 773 billion VND, exceeding the plan by 11.22% and increasing by 22.66% compared to the same period last year. Profit after tax reached 515 billion VND, exceeding the plan by 11.54% and increasing by 14.31% compared to the same period last year.

Regarding the consolidated business results of the Corporation in 2024, specifically: Total revenue reached 6,172 billion VND, equivalent to 96.95% of the plan and exceeding 7.05% compared to the same period last year. Profit after tax reached 1,619 billion VND, exceeding the plan by 18.17% and increasing by 15.85% compared to the same period last year. The reason for the consolidated revenue decrease compared to the plan is that from 2024-05-21, Sonadezi Giang Dien Joint Stock Company is no longer a Company's subsidiary, but only an associate.

In 2024, the Company's subsidiaries that are consolidated exceeded the plan for profit after tax. Of which: 05 companies exceeded the profit after tax plan by over 50%, including: Sonadezi Binh Thuan Shareholding Company (achieved 358.36%), Dong Nai Construction Joint Stock Company (achieved 285.20%), Sonadezi Service Joint Stock Company (achieved 219.91%), Industrial Urban Development Joint Stock Company No. 2 (achieved 198.22%) and Sonadezi An Binh Shareholding Company (achieved 187.49%).

2. Searching for New Projects:

On 2024-11-26, Dong Nai Provincial People's Committee issued Official Letter No. 14551/UBND-KTNS regarding the establishment of an enterprise to invest in the Ninh Diem 3 Industrial Park project in Khanh Hoa Province by Sonadezi Corporation.

Currently, Sonadezi Corporation is carrying out procedures to establish an enterprise to implement the project for investment in the construction and business infrastructure of Ninh Diem 3 Industrial Park.

3. Financial investment activities and divestment of the Corporation:

- Financial Investment Activities:

+ The total value of investments in Company's subsidiaries, affiliated companies, and other units as of 2024-12-31 is 3,769 billion VND (investment in Company's subsidiaries is 1,691 billion VND, investment in affiliated companies is 1,929 billion VND, and investment in other units is 149 billion VND), an increase of 561 billion VND compared to 2023-12-31. The increase in the value of financial investments is due to the Corporation exercising the right to purchase shares for existing shareholders of Sonadezi Chau Duc Shareholding Company during the year.

+ Regarding the effectiveness of financial investments: Based on the 2024 financial statements of member companies, the Board of Supervisors assesses as follows:

•Capital investments in Company's subsidiaries, affiliated companies, and other units of Sonadezi Corporation have all achieved efficiency, capital preservation, and development; except for some companies in which the Corporation's non-controlling capital contribution ratio operates ineffectively, due to changes made by competent state agencies compared to the signed BOT contracts, such as closing stations and stopping toll collection ahead of schedule (details in Appendix 1 attached).

•Regarding the financial situation of the units as of 2024-12-31, the Board of Supervisors notes that some companies have a low current ratio, such as Cuong Thuan CTI BOT 319 Joint Stock Company at 0.16 times, Quoc lo 91 Can Tho – An Giang Investment Joint Stock Company at 0.39 times, and Sonadezi Service Joint Stock Company at 0.97 times. Apart from the above note, after reviewing the financial ratios and operating situation of other member companies, the Board of Supervisors assesses that the remaining member companies are financially secure.

- Divestment of the Corporation:

On 2024-11-04, the Board of Directors of the Corporation issued Resolution No. 149/NQ-SNZ-QTTH on divestment from Amata Bien Hoa Urban Joint Stock Company with a transfer price not lower than 126,700 VND/share, and the deadline for interested investors to register for the transfer is until the end of 2024-11-15. After the prescribed deadline, no investors were interested in registering for the share transfer, therefore, the divestment from Amata Bien Hoa Urban Joint Stock Company could not be carried out.

In 2024, Dong Nai Material & Building Investment Joint Stock Company (DNC) increased its charter capital from 88 billion VND to 128 billion VND. Based on the Corporation's restructuring plan for the period 2021-2025, the Corporation did not register to purchase shares in this offering. The shareholding ratio of the Corporation after DNC's capital increase decreased from 52.29% to 35.99%.

II.The Corporation's financial situation as of 2024-12-31:

Some key financial ratios of the Corporation:

No.	Ratios	Unit	2023	2024
1	**Asset Structure**			
	Non-current asset/Total assets	%	81.07%	89.93%
	Current asset/Total assets	%	18.93%	10.07%
2	**Capital Structure**			
	Liability/Total Capital	%	1.97%	1.45%
	Owners's equity/Total Capital	%	98.03%	98.55%
3	**Liquidity**			
	Current ratio	times	15.84	16.44
	Quick ratio	times	15.63	16.22
4	**Profitability Ratios**			
	Return on Average Assets (ROA)	%	10.05%	11.42%
	Return on Average Equity (ROE)	%	11.63%	13.21%
	Gross profit on net revenue	%	63.14%	31.14%

Assessment of the Corporation's financial situation:

- Regarding the asset and capital structure: the Corporation's main activity is currently financial investment, so non-current assets always account for a significant proportion of total assets. The Corporation's projects are currently in the implementation phase, so the Corporation's working capital is mainly from equity, without the need to use borrowed capital.

- Regarding liquidity: The Corporation demonstrates the ability to meet short-term financial obligations.

- Regarding profitability ratios: the profitability ratios demonstrate the Corporation's effective capital utilization in business activities.

Overall, in 2024, the Corporation's business activities achieved effective results, the basic financial indicators demonstrated a healthy financial situation, and the Corporation preserved and utilized capital effectively.

III. Implementation Status of the Resolutions of the 2024 General Meeting of Shareholders:

- The Board of Directors and the Board of Management have implemented the Resolutions of the 2024 General Meeting of Shareholders. This includes allocating funds from the 2023 profit after tax; paying salaries and remuneration to the Board of Directors and the Board of Supervisors, in accordance with the Resolution; signing the 2024

financial statements audit contract with RSM Vietnam Auditing and Consulting Company Limited; and implementing the 2024 business plan.

- The Board of Directors approved the resolution of the 2023 dividend payment of 12%/share in cash. The payment date is 2024-10-14.

C.ASSESSMENT OF THE MANAGEMENT AND GOVERNANCE OPERATION OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

I. Assessment of transactions between the Corporation and the Company's subsidiaries with members of the Board of Directors, the General Director, and their related persons; transactions between the Corporation and companies in which a member of the Board of Directors is a founder or a manager within the last three years prior to the transaction:

- Transactions between the Corporation and the Company's subsidiaries with members of the Board of Directors, the General Director, and their related persons; transactions between the Corporation and companies in which a member of the Board of Directors is a founder or a manager within the last three years prior to the transaction have been fully disclosed in the Report on Corporate Governance 2024 dated 2025-01-23 on Sonadezi Corporation's website.

- The transactions have been reported and approved by the Board of Directors pursuant to the authority prescribed in the Corporation Charter, ensuring transparency, fairness, and the interests of the Corporation.

II. Assessment of the Activities of the BOD of the Corporation:

- The Board of Directors consists of seven members, including a full-time Chairman of the Board of Directors and four members who concurrently hold positions in the Board of Management of the Corporation. The members of the Board of Directors have performed their functions and duties in accordance with the regulations of the law and the Corporation Charter.

- The Board of Directors regularly monitors the activities of the Board of Management in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors through Board of Directors meetings, reports from the Board of Management, and the Internal Audit Committee.

- The Board of Directors has organized and regularly maintained periodic meetings in accordance with the Corporation Charter. In addition, to promptly issue decisions and direct business activities, the Board of Directors also regularly obtains written opinions from members of the Board of Directors on matters within their authority. In 2024, the Board of Directors held eight meetings and obtained written opinions 137 times. The Board of Supervisors assesses that the Board of Directors' activities as responsive and timely to the business operational requirements of the entire Corporation. Resolutions and decisions of the Board of Directors always comply with the provisions of law and the Corporation Charter.

III. Assessment of the Activities of the Board of Management:

- The Board of Management consists of 04 members. The General Director has effectively delegated tasks among the members of the Board of Management, with each individual fulfilling their responsibilities.

- The Board of Management has implemented the resolutions of the 2024 General Meeting of Shareholders and the decisions of the Board of Directors. The Board of Management has carried out management and operational activities with caution, reasonableness, effectiveness, and in compliance with legal regulations and the Corporation Charter.

IV. Assessment of the coordination between the Board of Supervisors, the Board of Directors, the General Director, managers, and shareholders:

- The Board of Directors and General Director effectively collaborated with the Board of Supervisors, affording them all necessary conditions to conduct inspections and oversight.

- The Board of Supervisors was invited to Board of Directors meetings, periodic meetings, and other meetings, and was also encouraged to contribute opinions on matters related to business operations and corporate governance at the Corporation and its member companies. This ensures the Board of Supervisors can stay informed about business operations and the decisions made by the Board of Directors and the General Director, facilitating more timely and convenient inspection and oversight.

- Managers cooperated in providing documents, records, and explanations to aid the Board of Supervisors in completing their inspection and supervising duties.

- Regarding Shareholders: The Board of Supervisors received no requests or complaints from shareholders during the year.

D. ACTIVITIES OF THE BOARD OF SUPERVISORS

- The Board of Supervisors, consisting of three members, including a full-time Head of the Board of Supervisors at the Corporation, has diligently executed duties in line with the Corporation Charter. Each member's responsibilities are clearly defined as follows:

No.	Member	Assigned tasks
1	Dang Le Bich Phuong - Head of the Board of Supervisors	- Review and inspect the implementation of resolutions of the General Meeting of Shareholders of the Corporation; - Review the legality of resolutions and decisions of the Board of Directors and the General Director; - Assess the effectiveness of financial investments and divestment; - Inspect the development of plans and settlement of salaries; - Inspect business expenses; - Other remaining tasks within the responsibilities of the Board

No.	Member	Assigned tasks
		of Supervisors.
2	Tran Ngoc Tong - Member of the Board of Supervisors	- Inspect revenue, receivables, and payables; - Check the increase and decrease in Investment Property, fixed assets, and supplies and tools.
3	Pham Thi Cam Ha - Member of the Board of Supervisors	- Inspect basic construction works and the implementation of investment projects.

- In 2024, the Board of Supervisors undertook the following tasks:

+ Inspected and supervised the activities of the Board of Directors, monitored the management of business operations by the Board of Management. Reviewed the legality and procedures for issuing resolutions and decisions of the Board of Directors and the Board of Management in their management work.

+ Evaluated the semi-annual and annual financial statements of the Corporation for 2024; supervised record-keeping, document updates, and accounting ledgers.

+ Inspected construction work and project implementation within the Corporation.

+ The Board of Supervisors participated in providing feedback on matters requiring the capital representative's opinion, such as the Annual General Meeting of Shareholders, the preparation of the annual plan, and other matters as stipulated by the Regulations on management of the capital representative of the Corporation.

+ Furthermore, the Board of Supervisors oversaw the operations of member companies through financial statements, financial supervision reports, and other reports, as per corporate regulations, in order to assess the effectiveness of financial investments and the financial safety of the subsidiaries.

+ Recommended that the General Meeting of Shareholders approve the list of units performing the annual audit of the Corporation's financial statements.

+ Carried out other tasks in accordance with the functions, duties, and authority of the Board of Supervisors.

- The Board of Supervisors convened three meetings, addressing the following issues:

+ Approval of the draft Report of the Board of Supervisors regarding the inspection

and supervision of business activities in 2023 at Sonadezi Corporation.

+ The 2024 operational plan of the Board of Supervisors and assignment of tasks to each member.

+ Approval of the draft Report of the Board of Supervisors concerning the inspection and supervision of business activities for the first six months of 2024.

- Salaries, remuneration, and operating expenses in 2024:

Unit: VND

No.	Member of the Board of Supervisors	Total salaries and remuneration for 2024			Operating expenses		
		Salaries	Remuneration	Total	Allowance	Training	Total
1	Dang Le Bich Phuong	764,161,088		764,161,088	5,555,618	2,909,091	8,464,709
2	Tran Ngoc Tong		157,193,301	157,193,301			
3	Pham Thi Cam Ha		157,193,301	157,193,301			
Total		**764,161,088**	**314,386,602**	**1,078,547,690**	**5,555,618**	**2,909,091**	**8,464,709**

E. RECOMMENDATIONS:

- Strengthen risk control activities in investments to safeguard and develop capital, while simultaneously improving investment efficiency.

- Regularly and closely inspect and monitor member companies, especially those exhibiting signs of financial instability. Concurrently, provide timely attention and support to address the difficulties and obstacles faced by member companies to facilitate the accomplishment of the 2025 business plan.

- Implement the divestment plan at member companies as scheduled.

F. WORK PLAN OF THE BOARD OF SUPERVISORS FOR 2025

- Conduct inspections and monitor the activities of the Board of Directors, as well as supervise the management and operation of business activities by the Board of Management. Review the legality and procedures for issuing resolutions and decisions of the Board of Directors and the Board of Management concerning management tasks.

- Supervise the business activities of member companies through financial statements, financial supervisory reports, and other reports as stipulated by the Corporation.

- Coordinate with the Corporation's functional departments to monitor and inspect capital representatives at member companies regarding their implementation of directives and resolutions of the Corporation's Board of Directors, as well as the performance of their duties as capital representatives.

- Appraise the Corporation's quarterly, semi-annual, and annual financial statements.

- Inspect the valuation and divestment work of the Corporation at its member companies.

- Inspect the construction and project development work of the Corporation.

- Review and provide recommendations on contracts and transactions with related parties that are subject to the approval authority of the Board of Directors or the General Meeting of Shareholders.

- Propose to the General Meeting of Shareholders for approval the list of independent auditing firms to audit the financial statements of the Corporation.

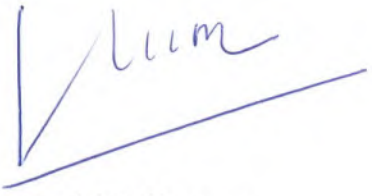
- Perform other duties in accordance with the functions, tasks, and authority of the Board of Supervisors.

- The operating expenses of the Board of Supervisors for 2025 amount to 50 million VND (including allowances and training costs). Other benefits are implemented in accordance with the Corporation's regulations.

The above is the report of the Board of Supervisors on the inspection and supervision of business activities in 2024 at the Sonadezi Corporation.

Recipients:
- As above;
- File: Office, Board of Supervisors.

ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD OF SUPERVISORS



Dang Le Bich Phuong

APPENDIX 1

(Attached to Report No. 22/BC-SNZ-KS dated 2025-04-17 of the Board of Supervisors of the Corporation)

No.	Name of company	Unit	Owner's equity	Sonadezi's Percentage	Loss in 2024	Accumulated loss up to 2024-12-31	Percentage of Owners's equity	Reason
1	Dong Nai Material & Building Investment Joint Stock Company	VND million	128,340	35.99%	7,072	14,613	11.39%	(1)
2	Industry Civil Construction Joint Stock Company No. 1	VND million	40,992	15%		1,883	4.59%	Ineffective operation
3	Dong Nai Bridge Investment and Construction Joint Stock Company	VND million	386,743	16.89%	1,146	383,788	99.24%	(2)
4	BOT 319 Cuong Thuan CTI Corporation	VND million	202,500	10%		64,892	32.05%	(3)
5	Quoc lo 91 Can Tho – An Giang Investment Joint Stock Company	VND million	282,000	39.72% (Corporation 27.81%, D2D 3.97%, SZA 7.94%)	3,720	93,019	32.99%	Close station T2

(1) Due to the incurrence of additional land rental and mineral exploitation costs from 2013 to 2022, and ineffective operations in 2024.

(2) Due to the suspension of fee collection from 2020-08-24. Therefore, the Company made a retrospective adjustment to the accumulated depreciation value for the year ended

2020-12-31. The entire remaining value of the project was fully depreciated as of 2020-12-31 (according to the audited 2022 financial statements).

(3) From October 2021 to 2024-12-31, actual revenue and profit did not meet the financial plan. The reason is that the actual toll collection time was slower than expected (only 3 months of toll collection in 2021), and the actual traffic volume was lower than calculated in the financial plan. However, the 2024 business performance show that traffic volume and revenue achieved quite good results compared to the project's financial plan (139% and 103.59% respectively).

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No.: 263/TTr-SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Dong Nai, 2025-04-17

PROPOSAL
On the salaries and remunerations of the Board of Directors, Board of Supervisors, and Executives implemented in 2024, and the plan for 2025

To: General Meeting of Shareholders

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated 2020-06-17, amended and supplemented by Law No. 03/2022/QH15 dated 2022-01-11;

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to Resolution No. 62/NQ-SNZ-QTTH dated 2024-04-16 of the 2024 Annual General Meeting of Shareholders;

Pursuant to Circular No. 28/2016/TT-BLĐTBXH dated 2016-09-01 of the Ministry of Labor - Invalids and Social Affairs guiding the implementation of regulations on labor, salaries, remunerations, and bonuses for companies with state-owned capital and shares,

The Board of Directors submits to the General Meeting of Shareholders for approval the salaries and remunerations implemented in 2024 and the plan for 2025 as follows:

1. Salaries and remunerations of the Board of Directors and Board of Supervisors implemented in 2024 compared to the plan:

Unit: VND

No.	Content	Plan	Implemented
I	Average monthly expenditure		
1	Salary of the Chairman of the Board of Directors	88,900,000	138,364,469
2	Salary of the Head of the Board of Supervisors	39,900,000	63,680,091
3	Remuneration of 01 member of the Board of Directors	12,000,000	22,456,186
4	Remuneration of 01 member of the Board of Supervisors	7,000,000	13,099,442
II	Implemented remuneration fund for non-executive managers	1,700,640,000	1,931,232,000

2. Salaries and remunerations of each member of the Board of Directors, Board of Supervisors, and executives implemented in 2024:

Unit: VND

Name	Position	Salary	Remuneration	Total
Do Thi Thu Hang	Chairman of the Board of Directors	461,939,500		461,939,500
Truong Dinh Hiep	Chairman of the Board of Directors	1,198,434,125		1,198,434,125
Tran Thanh Hai	Member of the Board of Directors, General Director	1,375,776,090	269,474,233	1,645,250,323
Dinh Ngoc Thuan	Member of the Board of Directors, Vice General Director	1,228,260,441	269,474,233	1,497,734,674
Nguyen Thi Hanh	Member of the Board of Directors, Vice General Director	1,163,130,553	269,474,233	1,432,604,786
Luong Minh Hien	Member of the Board of Directors, Vice General Director	1,109,614,644	269,474,233	1,379,088,877
Truong Dinh Hiep	Vice General Director	336,328,357		336,328,357
Nguyen Van Tuan	Member of the Board of Directors		269,474,233	269,474,233

Name	Position	Salary	Remuneration	Total
Pham Quoc Chi	Member of the Board of Directors		269,474,233	269,474,233
Le Thi Bich Loan	Chief Accountant	811,411,202		811,411,202
Dang Le Bich Phuong	Head of the Board of Supervisors	764,161,088		764,161,088
Tran Ngoc Tong	Member of the Board of Supervisors		157,193,301	157,193,301
Pham Thi Cam Ha	Member of the Board of Supervisors		157,193,301	157,193,301

3. Plan for salaries and remunerations of the Board of Directors and Board of Supervisors in 2025:

Unit: VND

No.	Content	Plan
I	Monthly advance:	
1	Salary of the Chairman of the Board of Directors	88,900,000
2	Salary of the Head of the Board of Supervisors	39,900,000
3	Remuneration of 01 member of the Board of Directors	12,000,000
4	Remuneration of 01 member of the Board of Supervisors	7,000,000
II	Planned remuneration fund for non-executive managers	1,756,584,000

Decree No. 44/2025/NĐ-CP dated 2025-02-28 of the Government on labor, salary, remuneration, and bonus management in state-owned enterprises will take effect from 2025-04-15, accordingly, the regimes prescribed in this Decree shall be implemented from 2025-01-01.

As Decree No. 44/2025/NĐ-CP has not yet taken effect and there is no detailed guiding Circular, the Board of Directors submits to the General Meeting of Shareholders:

- Approve the above-mentioned planned salaries and remunerations of the Board of Directors and Board of Supervisors for 2025;

- Approve the authorization for the Board of Directors to approve adjustments to the contents of salaries and remunerations (if any) after Decree No. 44/2025/NĐ-CP takes effect and there are guiding documents from competent authorities.

- The Board of Directors of the Corporation must report the adjusted contents of salaries and remunerations (if any) at the nearest General Meeting of Shareholders.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the salaries and remunerations of the Board of Directors and Board of Supervisors implemented in 2024, and the plan for 2025.

Sincerely.

Recipients:
- As above;
- File: Office, General Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600335363
TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP
TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No.: 264/TTr-SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-17

PROPOSAL
On the profit distribution for 2024 and profit distribution plan for 2025

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020-06-17, amended and supplemented by Law No. 03/2022/QH15 dated 2022-01-11;

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to Resolution No. 62/NQ-SNZ-QTTH dated 2024-04-16 of the 2024 Annual General Meeting of Shareholders;

Pursuant to Circular No. 28/2016/TT-BLĐTBXH dated 2016-09-01 of the Ministry of Labor - Invalids and Social Affairs guiding the implementation of regulations on labor, wages, salaries, and bonuses for companies with state-owned shares and capital contributions,

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

1. Profit distribution for 2024:

Unit: VND

No.	Content	Value
1	Charter capital	3,765,000,000,000
2	Par value of 376,491,800 outstanding shares	3,764,918,000,000
3	Profit after tax 2024	515,323,295,337
	- Exchange rate difference	*128,452,208*
	- Profit after tax used for distribution	*515,194,843,129*
4	Fund allocation:	35,670,674,000
	- Investment and development fund (5%)	25,759,742,000
	- Employee welfare and bonus fund (6 months average implemented salary of employees due to exceeding the Profit after tax plan)	8,854,800,000

No.	Content	Value
	- Management bonus fund (1.5 months average implemented salary of managers)	1,056,132,000
5	Remaining Profit after tax 2024 after fund allocation	479,652,621,337
	- Exchange rate difference	*128,452,208*
	- Retained earnings	*479,524,169,129*
6	Retained earnings from the previous year	40,545,197,261
	- Revaluation of assets and exchange rate difference	*35,762,784,696*
	- Retained earnings	*4,782,412,565*
7	Reversal of the community social work fund deducted from Profit after tax in 2020 and 2021	8,381,355,750
8	Remaining profit before dividend distribution	528,579,174,348
	- Revaluation of assets and exchange rate difference	*35,891,236,904*
	- Retained earnings	*492,687,937,444*
9	Dividend distribution (13% of the par value of outstanding shares)	489,439,340,000
10	Profit carried forward to the next year	39,139,834,348
	- Revaluation of assets and exchange rate difference	*35,891,236,904*
	- Retained earnings	*3,248,597,444*

2. Profit distribution plan for 2025:

Unit: VND

No.	Content	Value
1	Charter capital	3,765,000,000,000
2	Par value of 376,491,800 outstanding shares	3,764,918,000,000
3	Profit after tax 2025	510,476,774,449
4	Fund allocation:	30,768,168,722
	- Investment and development fund (5%)	25,523,838,722
	- Employee welfare and bonus fund (03 months of the average planned employee salary)	4,512,420,000
	- Management bonus fund (01 month of the average planned manager salary)	731,910,000
5	Remaining Profit after tax 2025 after fund allocation	479,708,605,727
6	Retained earnings from the previous year	39,139,834,348

No.	Content	Value
	- Profit from revaluation of assets	*35,891,236,904*
	- Retained earnings	*3,248,597,444*
7	Dividend distribution (12.8% of the par value of outstanding shares)	481,909,504,000
8	Profit carried forward to the next year	36,938,936,075
	- Profit from revaluation of assets	*35,891,236,904*
	- Retained earnings	*1,047,699,171*

Based on the business performance of 2025, the Employee Welfare and Bonus Fund and the Management Bonus Fund are deducted according to current regulations.

Sincerely.

Recipients:
- As above;
- File: Office, General Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600335363 TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No.: 265/TTr-SNZ-KS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-17

PROPOSAL
On the selection of the audit firm for the 2025 financial statements

To: General Meeting of Shareholders

Pursuant to the Law on Enterprise No. 59/2020/QH14 dated 2020-06-17;

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to the list of audit firms approved to conduct audits for public interest entities in 2025 (Attached to Decision No. 2730/QĐ-BTC dated 2024-11-15 of the Ministry of Finance);

Pursuant to the list of audit firms approved to audit public interest entities in the securities sector in 2025 announced by the State Securities Commission at: https://ssc.gov.vn/webcenter/portal/ubck,

To implement the financial statements audit in accordance with regulations, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval to authorize the Board of Directors of the Corporation to select one of the three audit firms according to the list below to conduct the audit of Sonadezi Corporation's 2025 financial statements:

1/ RSM Vietnam Auditing & Consulting Co., Ltd.

2/ VACO Auditing Co., Ltd.

3/ A&C Auditing and Consulting Co., Ltd.

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

Sincerely.

Recipients:
- As above;
- File: Office, Board of Supervisors

ON BEHALF OF THE
BOARD OF SUPERVISORS
HEAD OF THE BOARD

Dang Le Bich Phuong

DONG NAI PROVINCIAL
PEOPLE'S COMMITTEE
SONADEZI CORPORATION

No.: 268/TTr-SNZ-QTTH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Dong Nai, 2025-04-17

PROPOSAL
On the amendment and supplement of the Charter, Internal Regulations on Corporate Governance and Regulations on the Operation of the Board of Directors

To: General Meeting of Shareholders

Pursuant to Law on Securities No. 54/2019/QH14 dated 2019-11-26, amended and supplemented by Law No. 56/2024/QH15 dated 2024-11-29;

Pursuant to Law on Enterprise No. 59/2020/QH14 dated 2020-06-17, amended and supplemented by Law No. 03/2022/QH15 dated 2022-01-11;

Based on the actual situation of corporate governance at the Corporation,

The Board of Directors submits to the General Meeting of Shareholders for approval of certain amendments and supplements to the Charter, the Internal Regulations on Corporate Governance, and the Regulations on Operations of the Board of Directors according to the contents in the attached Appendix.

Sincerely.

Recipients:
- As above;
- File: Office, General Dept.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 3600335363
TỔNG CÔNG TY CỔ PHẦN PHÁT TRIỂN KHU CÔNG NGHIỆP
TP. BIÊN HÒA - T. ĐỒNG NAI

Truong Dinh Hiep

APPENDIX. DRAFT CONTENT OF AMENDED CHARTER AND REGULATIONS

(Attached to Proposal No. 266/TTr-SNZ-QTTH dated 2025-04-17)

Current Content	Proposed Amendments and Supplements	Explanation
I. Charter		
Article 1. Definition of Terms 1. In this Charter, the following terms are understood as follows:		
b. "Law on Enterprise" is the Law on Enterprise No. 59/2020/QH14 dated 2020-06-17;	b. "Law on Enterprise" is the Law on Enterprise No. 59/2020/QH14 dated 2020-06-17, **amended and supplemented by Law No. 03/2022/QH15 dated 2022-01-11;**	Update
c. "Law on Securities" is the Law on Securities No. 54/2019/QH14 dated 2019-11-26;	c. "Law on Securities" is the Law on Securities No. 54/2019/QH14 dated 2019-11-26, **amended and supplemented by Law No. 56/2024/QH15 dated 2024-11-29;**	Update
	m. **"Shareholder's contact address" is the shareholder's address in the consolidated list of securities holders provided by the Vietnam Securities Depository and Clearing Corporation at the most recent time.**	Clarifying that the Corporation is only obligated to send documents and materials to the shareholder's contact address provided by the Vietnam Securities Depository and Clearing Corporation.
Article 20. Conditions for Approving Resolutions of the General Meeting of Shareholders 1. Resolutions of the General Meeting of Shareholders on the following matters shall be	**Article 20. Conditions for Approving Resolutions of the General Meeting of Shareholders** 1. Resolutions of the General Meeting of Shareholders on the following matters shall be	Amended pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15 dated 2022-01-11

Current Content	Proposed Amendments and Supplements	Explanation
approved if at least 65% of the total votes of all shareholders attending at the meeting are in favor: ... 3. Except for the cases specified in Clauses 1 and 2 of this Article, resolutions of the General Meeting of Shareholders on other matters will be approved when more than 50% of the total votes of all shareholders attending at the meeting are in favor.	approved if at least 65% of the total votes of all shareholders **attending and voting at the meeting** are in favor: ... 3. Except for the cases specified in Clauses 1 and 2 of this Article, resolutions of the General Meeting of Shareholders on other matters will be approved when more than 50% of the total votes of all shareholders **attending and voting** at the meeting are in favor.	
Article 22. Resolution, Meeting minutes of General Meeting of Shareholders 1... g. Total number of votes for each voting matter, specifying the voting method, total number of valid votes, invalid votes, in favour, against, and abstentions; corresponding percentage of the total votes of the shareholders attending at the meeting;	**Article 22. Resolution, Meeting minutes of General Meeting of Shareholders** 1... g. Total number of votes for each voting matter, specifying the voting method, total number of valid votes, invalid votes, in favour, against, and abstentions; corresponding percentage of the total votes of the shareholders **attending and voting** at the meeting.	
Article 29. Meetings of the Board of Directors 6. ... The notice of invitation to the Board of Directors meeting can be sent by letter, telephone, fax, electronic means ensuring delivery to the contact address of each member of the Board of Directors registered at the Corporation.	**Article 29. Meetings of the Board of Directors** 6. ...The notice of invitation to the Board of Directors meeting can be sent by **formal letter of invitation, phone message, email, fax, or other electronic means** ensuring delivery to the contact address of each member of the Board of Directors registered at the Corporation.	Clarifying the method of sending the notice of invitation
Article 51. Profit Distribution 1. The Corporation allocates funds from the annual profit after tax after offsetting losses from	**Article 51. Profit Distribution** 1. Annually, **after distributing profits to affiliated capital contributors according to signed**	Amended pursuant to Clause 17, Article 2 of Decree No.

Current Content	Proposed Amendments and Supplements	Explanation
previous years (if any), including: investment and development fund, employee welfare and reward fund, management bonus fund, community social work fund and other funds if approved by the General Meeting of Shareholders.	**economic contracts (if any),** offsetting losses from previous years (if any), the Corporation shall allocate funds from profit after tax, including: **development investment fund, employee welfare and reward fund, and management bonus fund as regulated.**	140/2020/ND-CP dated 2020-11-30
Article 61. Internal Dispute Resolution … 2. In case no mediation Decision is reached within 06 weeks from the commencement of the mediation process, or if the mediator's Decision is not accepted by the parties, any party may submit the dispute to Arbitration or the Court. 3. Each party shall bear its own costs related to the negotiation and mediation procedures. Payment of Court costs shall be executed in accordance with the Court's judgement.	**Article 61. Internal Dispute Resolution** … 2. In case no mediation Decision is 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 submit the dispute to the **competent Court.** 3. Each party shall bear its own costs related to the negotiation and mediation procedures. Payment of Court costs shall be executed in accordance with the **Court's Judgment/Decision.**	Clarify that the competent Court is the dispute resolution body to facilitate processing procedures in case of disputes.
II. The Internal Regulations on Corporate Governance		
Article 4. Nomination, Self-nomination, Election, Dismissal, and Removal of Members of the Board of Directors … 3. Method of 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.	**Article 4. NNomination, Self-nomination, Election, Dismissal, and Removal of Members of the Board of Directors** … 3. Method of electing Members of the Board of Directors: a. Before the election, shareholders or shareholder representatives are given election ballots stating the registration number, full name of the shareholder or full name of the shareholder	Remove the current point a to comply with the Law on Enterprise. Change point b and point c to point a and point b.

Current Content	Proposed Amendments and Supplements	Explanation
b. Before the election, shareholders or shareholder representatives are given election ballots stating the registration number, full name of the shareholder or full name of the shareholder representative, the number of voting shares, and the list of candidates. c. The election of Members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of voting shares multiplied by the number of Members of the Board of Directors to be elected. Shareholders have the right to cast all or part of their total votes for one or several candidates. The winning candidates for Members of the Board of Directors are determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is elected. In case 02 or more candidates have the same number of votes for the last member of the Board of Directors, a re-election will be held among the candidates with the same number of votes.	representative, the number of voting shares, and the list of candidates. b. The election of Members of the Board of Directors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of voting shares multiplied by the number of Members of the Board of Directors to be elected. Shareholders have the right to cast all or part of their total votes for one or several candidates. The winning candidates for Members of the Board of Directors are determined based on the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is elected. In case 02 or more candidates have the same number of votes for the last member of the Board of Directors, a re-election will be held among the candidates with the same number of votes.	
Article 6. Nomination, self-nomination, election, dismissal, and removal of members of the Board of Supervisors ...	**Article 6. Nomination, self-nomination, election, dismissal, and removal of members of the Board of Supervisors** ...	

Current Content	Proposed Amendments and Supplements	Explanation
3. Procedures 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. b. Before the election, shareholders or shareholder representatives are given election ballots stating the registration number, full name of the shareholder or full name of the shareholder representative, the number of voting shares, and the list of candidates. c. The election of members of the Board of Supervisors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of voting shares multiplied by the number of members of the Board of Supervisors to be elected. Shareholders have the right to cast all or part of their total votes for one or several candidates. The winning candidates for Members of the Board of Supervisors are determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is elected. In case 02 or more candidates have the same number of votes for the last member of the Board of Supervisors, a re-election will be held among the candidates with the same number of votes.	3. Procedures for electing Members of the Board of Supervisors: a. Before the election, shareholders or shareholder representatives are given election ballots stating the registration number, full name of the shareholder or full name of the shareholder representative, the number of voting shares, and the list of candidates. b. The election of members of the Board of Supervisors must be conducted by cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of voting shares multiplied by the number of members of the Board of Supervisors to be elected. Shareholders have the right to cast all or part of their total votes for one or several candidates. The winning candidates for Members of the Board of Supervisors are determined based on the number of votes from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is elected. In case 02 or more candidates have the same number of votes for the last member of the Board of Supervisors, a re-election will be held among the candidates with the same number of votes.	Remove the current point a to comply with the Law on Enterprise. Change point b and point c to point a and point b.

Current Content	Proposed Amendments and Supplements	Explanation
III. Regulations on Operations of the Board of Directors		
Article 7. Rights and Obligations of the Board of Directors 1. The Board of Directors exercises the rights and fulfills the obligations as prescribed by law, the Charter of the Corporation, the General Meeting of Shareholders, and the following rights and obligations: d. Approves and issues internal management regulations of the Corporation, except for the following regulations: - Accounting procedures, preparation of consolidated financial statements;	**Article 7. Rights and Obligations of the Board of Directors** 1. The Board of Directors exercises the rights and fulfills the obligations as prescribed by law, the Corporation's Charter, the General Meeting of Shareholders, and the following rights and obligations: d. Approve and issue internal management regulations of the Corporation, except for the following regulations: **- Accounting procedures, preparation of separate financial statements, and consolidated financial statements;**	Update the correct name of the process.
Article 9. Minutes of the Board of Directors Meetings. ... 2. In the event that the chairperson or the minute taker refuses to sign the meeting minutes, the minutes shall still be valid if all other attending members of the Board of Directors sign and the content complies with the requirements set forth in point a, b, c, d, dd, e, g and h, Clause 1 of this Article.	**Article 9. Minutes of Board of Directors Meetings** ... 2. In the event that the chairperson or the minute taker refuses to sign the meeting minutes, the minutes shall still be valid if all other attending members of the Board of Directors **that agree to approve the minutes** sign and the content complies with the requirements set forth in point a, b, c, d, dd, e, g and h, Clause 1 of this Article. **The minutes shall clearly state the refusal of the chairperson or minute-taker to sign the minutes. The person signing the minutes shall be jointly responsible for the accuracy and truthfulness of the contents of the minutes of the Board of Directors meeting.**	Amended pursuant to Clause 6, Article 7, Law No. 03/2022/QH15 dated 2022-01-11

Current Content	Proposed Amendments and Supplements	Explanation
	The chairperson and minute-taker are personally liable for any damages incurred by the Corporation due to their refusal to sign the minutes as prescribed by the Law on Enterprises, the Charter of the Corporation, and relevant laws.	
Article 13. Management Principles for Member Companies and Other Enterprises with Capital Contribution from the Corporation … 3. Annually, the Board of Directors decides to assign tasks and plan targets to the capital representatives in enterprises: … b. Where the Corporation holds ☐30% of the charter capital and must be a member unit within the Corporation.	**Article 13. Management Principles for Member Companies and Other Enterprises with Capital Contribution from the Corporation** … 3. Annually, the Board of Directors decides to assign tasks and plan targets to the capital representatives in enterprises: … b. Where the Corporation **holds ≥ 30%** of the charter capital and must be a member unit within the Corporation.	Printing error correction