

THANH HOA – SONG DA JOINT STOCK COMPANY



DOCUMENT
ANNUAL GENERAL MEETING OF SHAREHOLDERS
YEAR 2025

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Thanh Hoa, April 2025



THANH HOA - SONG DA JOINT STOCK COMPANY
Address: Lot CC4, Tay Bac Ga Industrial Zone, Dong Tho Ward,
Thanh Hoa City;
Tel: (0237) 3724 892 ; Fax: (0237) 3855 750
Website: <http://thanhhoasongda.com.vn>

INVITATION
TO ATTEND THE ANNUAL SHAREHOLDERS' MEETING 2025

Dear: - Esteemed shareholders of Thanh Hoa - Song Da Joint Stock Company

The Board of Directors of Thanh Hoa - Song Da Joint Stock Company respectfully invites esteemed shareholders to attend the Annual General Meeting of Shareholders for the year 2025, with specific information as follows:

1. Time: 9:00 AM on Wednesday, April 2, 2025

2. Location:

Northwest Ga Conference Hall - Thanh Hoa Song Da Joint Stock Company

Lot CC4, Northwest Ga Industrial Park, Dinh Huong, Dong Tho Ward, Thanh Hoa City

3. Conference content: According to the attached conference agenda.

Documents related to the 2025 annual general meeting of shareholders are posted on the website: <http://thanhhoasongda.com.vn>

4. Participants: Shareholders holding THS shares (or authorized representatives attending validly) are determined at the time of the shareholder list cutoff on February 28, 2025, as established by the Vietnam Securities Depository and Clearing Corporation; the Board of Directors, the Supervisory Board, the General Director, and representatives from the auditing firm.

5. Register to attend the Congress: To ensure the success of the Congress and facilitate the reception, we kindly request that delegates confirm their attendance by sending a letter, fax, email, or phone call to the organizing committee by 5:00 PM on April 1, 2025.

6. The organizing committee of the congress

Address: General Department - Thanh Hoa Song Da Joint Stock Company

Lot CC4, Tay Bac Ga Industrial Park, Dong Tho Ward, Thanh Hoa City.

Tel: (0237) 3724 892 ; Fax: (0237) 3855 750

Email: songdathanhhoa@gmail.com

Note: When attending, please bring the meeting invitation, ID card / passport / citizen identification, and power of attorney (for the authorized person).

We sincerely invite you!

March 11, 2025

TM. BOARD OF DIRECTORS

Chairman



Le Anh Tuan

9	- Shareholders' discussion	9h50 - 10h15	- Chairperson
10	- Voting on reports and proposals	10h15 - 10h25	- Chairperson
11	- Break	10h25 - 10h35	
12	- Announce the vote counting results	10h35 - 10h45	- Ballot box
13	- Approve the minutes and resolutions of the congress	11h05 - 11h10	- Secretary
14	- Declare the closing of the congress	11h10	Organizing committee

ORGANIZING COMMITTEE

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



CERTIFICATE

ATTENDANCE/PROXY ATTENDANCE

Dear: Organizing Committee of the 2025 Annual General Meeting of Shareholders
Thanh Hoa – Song Da Joint Stock Company

Shareholder's name:

Legal representative (for organizations):

ID/Business registration number:issued on..... at.

Permanent address/Head office:.....

Phone:

Total number of shares represented or owned:

(Shareholder selects one of the two options below, marking the appropriate box)

1. REGISTER FOR THE MEETING

2. PROXY

(Shareholders choose one of the two options below to authorize someone to attend the
General Meeting of Shareholders)

1.1 Mr. Le Anh Tuan Chairman of the Board of Directors

2.2 Mrs. Vu Thi Ly Board member

2.3 Mr. Vu Manh Doan Board member

2.4. Or authorize Mr./Mrs. as follows:

Mr./Ms.:

ID number: issued on at

Permanent address:

Phone:

Number of shares authorized:

Content of the authorization:

- The authorized party is entitled to represent the authorizing party in attending the
Annual General Meeting of Shareholders in 2025 of Thanh Hoa - Song Da Joint Stock
Company and to exercise all rights and obligations at the General Meeting of
Shareholders related to the shares being authorized.

- We commit to comply with the regulations of Thanh Hoa - Song Da Joint Stock
Company and bear all legal responsibilities for the execution of this authorization./.

Note:

• Each shareholder can only authorize once. The authorized person cannot delegate to
another person and must bring their ID card/CCCD/passport when attending the meeting.

• This power of attorney is only valid when it is an original document with the direct
signatures of both parties. If the authorizing party or the authorized party is an
organization, it must have the signature of the legal representative and the organization's
seal. This power of attorney will become invalid once the annual general meeting of
shareholders of Thanh Hoa – Song Da Joint Stock Company in 2025 concludes.

Shareholder/Authorized Representative

(Sign and print full name, affix seal if
applicable)

Authorized recipient

(Sign and write full name, affix seal if
applicable)

REGULATIONS

GENERAL MEETING OF SHAREHOLDERS 2025

THANH HOA - SONG DA JOINT STOCK COMPANY

CHAPTER 1: GENERAL REGULATIONS

Article 1: Scope of Application

The regulations for organizing the 2025 general shareholders' meeting to be used for the annual general shareholders' meeting of Thanh Hoa - Song Da Joint Stock Company (referred to as the "Company").

Article 2: This regulation specifies the rights and obligations of the parties participating in the shareholders' meeting (the meeting), as well as the conditions and procedures for conducting the meeting.

Article 3: Shareholders, authorized representatives of shareholders, and participating parties are responsible for complying with the provisions of this Regulation.

CHAPTER II: RIGHTS AND OBLIGATIONS OF THE PARTICIPATING PARTIES IN THE ASSEMBLY

Article 4: Rights and Obligations of Common Shareholders

1. Participation requirements

Shareholders listed in the Shareholder Registry of Thanh Hoa - Song Da Joint Stock Company are invited to participate in the annual general meeting of shareholders in 2025, scheduled for February 28, 2025, or their authorized representatives.

2. Rights of shareholders and authorized representatives when attending the general meeting.

a. To vote on all matters within the authority of the general meeting of shareholders as stipulated in the Charter;

b. The organizing committee will publicly announce the content of the congress program.

c. All shareholders and their authorized representatives are allowed to participate and express their opinions directly at the General Meeting of Shareholders.

d. At the General Meeting of Shareholders, each shareholder or authorized representative attending the meeting must bring their ID card / citizen identification card / passport, the invitation to the meeting, and the power of attorney (if they are an authorized representative) to submit to the organizing committee and receive a voting ballot (clearly stating their name and the number of shares with voting rights).

The voting value of the ballot held by the shareholder or their authorized representative corresponds to the ratio of the voting shares that the individual owns or represents, as registered to attend the General Meeting, to the total number of voting shares held by the representatives present at the meeting.

Shareholders and authorized representatives attending the General Meeting of Shareholders will discuss and vote on all the contents of the meeting.

e. Shareholders or their authorized representatives who arrive late to the General Meeting have the right to register immediately and can participate and vote at the meeting. However, the Chairperson is not responsible for pausing the meeting to allow them to register, and the validity of the votes already conducted will not be affected.

3. Obligations of shareholders when attending the General Meeting:

a. Participate or authorize participation in the shareholders' meeting as stipulated in the company's charter;

b. Comply with the regulations in this Charter;

c. Shareholders or authorized representatives attending must complete the registration procedures for the General Meeting with the organizing committee;

d. Strictly adhere to the rules at the shareholders' meeting and respect the outcomes of the meeting.

Article 5: Rights and Obligations of the Organizing Committee.

The Organizing Committee is established by the Board of Directors of the company and is responsible for preparing the necessary tasks to organize the general meeting in accordance with the law, the company's charter, and the established plan.

The Organizing Committee has the right and responsibility to verify all documents related to the status of shareholders or their authorized representatives attending the meeting (identity card / citizen identification card / passport, power of attorney...), and to report the attendance status of shareholders to the Board of Directors before the general meeting commences.

Article 6: Rights and Obligations of the Ballot Counting Committee.

The Ballot Counting Committee is appointed by the chairperson and approved before the Congress. The committee conducts the collection of ballots after the Congress votes and proceeds with the counting of votes, then reports to be included in the Minutes and Resolutions of the Congress.

Article 7: Rights and Responsibilities of the Chairperson and Secretary:

The current Chairman of the Board of Directors is the Chairperson of the General Meeting.

1. The Chairperson is the person who presides over the entire process of the General Meeting.
2. The Chairperson's decisions regarding the order, procedures, or any events arising outside the agenda of the shareholders' meeting will be final.
3. The Chairperson of the General Meeting carries out the necessary tasks to conduct the shareholders' meeting in a reasonable and orderly manner;
4. Without needing to consult the General Assembly, the Chair of the General Shareholders' Meeting may postpone the meeting to another time (in accordance with the provisions of the Charter) and at a different location determined by the Chair if it is deemed that:

The behavior of those present hinders or has the potential to hinder the orderly conduct of the meeting, or the postponement is necessary for the business of the meeting to be conducted reasonably.

5. The Secretary is appointed by the Chair and approved by the Assembly. The Secretary performs the assistance tasks as assigned by the Chair of the General Meeting.

CHAPTER III: CONDUCTING THE CONFERENCE

Article 8: The General Meeting of Shareholders shall be conducted when at least 51% of the voting shares represented by shareholders listed as of the cutoff date of February 28, 2025, are present.

Article 9: Method of Conducting the Congress:

The congress will sequentially discuss and approve the following contents:

1. Report on the activities of the Board of Directors for 2024 and the plan for 2025
2. Report on the activities of the Supervisory Board for 2024 and the plan for 2025
3. Proposal for the approval of the audited financial statements for 2024
4. Proposal for the Business Plan for 2025
5. Proposal for the profit distribution plan for 2024 and the profit distribution plan for 2025
6. Proposal for the remuneration payment for the members of the Board of Directors and the Supervisory Board for 2024 and the payment plan for 2025
7. Proposal regarding the selection of the auditing firm for the financial statements of 2025
8. Proposal for the addition of business sectors for the company

9. Proposal to authorize the Board of Directors to approve other contents within the authority of the General Meeting of Shareholders.

Article 10: Voting and Balloting for Approving Reports, Resolutions, and Minutes of the General Meeting.

1. The voting and balloting for approving the Reports and Resolutions of the General Shareholders' Meeting shall be conducted under the direction of the Chairperson of the Meeting and shall only use the voting ballots issued by the organizing committee of the meeting.

2. The voting ballot for approving the Reports and Resolutions of the General Shareholders' Meeting is a pre-printed ballot, following the company's template, stamped with the seal of Thanh Hoa - Song Da Joint Stock Company. The voting ballot includes the following contents:

- Full name of the delegate, delegate code
- Number of voting shares.
- Voting items.
- Voting options: "Agree," "Disagree," "No opinion."

The voting will be conducted once for all items. The voting method: Secret ballot. Shareholders (or their representatives) have the right to choose to vote: "In favor," "Against," "No opinion."

3. For each voting item, the ballot counting committee will tally the voting results in the following order: "In favor," "Against," "No opinion," and will announce the results immediately after the vote counting at the conference.

* Regulations on invalid ballots:

Ballots are considered invalid if they contain any of the following factors:

- The ballot is not issued by the organizing committee according to the prescribed template,
- The ballot contains more than one choice for the same voting item.
- The ballot has been crossed out, erased, or altered in any way;
- The ballot is filled out or written outside the designated area;
- The ballot is torn and no longer has intact areas for filling out or lacks sufficient information for verification and counting.

Article 11: Approval of Reports, Resolutions, and Minutes of the General Meeting of Shareholders.

The approval of Reports, Resolutions, and Minutes of the General Meeting of Shareholders must receive at least 51% of the total votes from shareholders with voting rights present in person or through authorized representatives at the meeting in favor.

CHAPTER IV: CLOSING OF THE GENERAL MEETING

Article 12: Minutes of the General Shareholders' Meeting:

All contents of the General Shareholders' Meeting must be recorded by the meeting secretary in the Minutes. The minutes of the meeting shall be read and approved before the meeting is adjourned and shall be kept in the Company's Minutes book.

CHAPTER V: OTHER PROVISIONS

Article 13: In the event that the General Meeting of Shareholders is not convened:

1. In the event that the first meeting does not meet the conditions for proceeding as stipulated in Article 8 of these regulations, a second meeting shall be convened within 30 days from the date the first meeting was scheduled to commence. The second meeting of the General Shareholders' Assembly shall be conducted when the number of participating members, including shareholders and their authorized representatives, represents at least 33% of the voting shares.
2. If the second convened meeting does not meet the conditions for proceeding as stipulated in Clause 1 of this Article, a third meeting may be convened within 20 days from the date the second meeting is scheduled to commence. In this case, the meeting of the General Shareholders' Assembly shall be conducted regardless of the number of shareholders present.

CHAPTER VI: IMPLEMENTATION PROVISIONS

Article 14: This regulation consists of 6 chapters and 14 articles, which are approved and take effect immediately at the Congress.

THANH HOA - SONG DA JOINT STOCK COMPANY BOARD OF DIRECTORS



Le Anh Tuan

No:/2025/BC-HDQT-THS

Thanh Hoa, March 11, 2025

**REPORT OF THE BOARD OF DIRECTORS
ON THE IMPLEMENTATION STATUS OF THE 2024 TASKS
AND THE OBJECTIVES, TASKS, AND RECOMMENDATIONS FOR 2025**

On behalf of the Board of Directors of Thanh Hoa - Song Da Joint Stock Company, I would like to report to the Annual General Meeting of Shareholders in 2025 on the performance of the Board of Directors in 2024 and the proposed objectives and tasks for 2025.

I. RESULTS OF TASK PERFORMANCE IN VARIOUS WORK AREAS

1. Evaluation of business production results in 2024

In the context of an economy facing many unpredictable fluctuations due to the situation in Europe, the government's monetary policy at the beginning of the year has directly impacted the business operations of most enterprises, leading to a significant decline in market purchasing power. Intense competition has had a particularly profound effect on the socio-economic situation in general and the business activities of enterprises in particular.

In this context, Thanh Hoa Song Da Joint Stock Company is no exception, facing many difficulties in its business operations, with both sales revenue and profits declining.

However, the Board of Directors has made timely and correct decisions to lead and manage the company through challenges, maintaining stability, ensuring jobs and income for employees, contributing to the state budget, restructuring the company, and upgrading overall management practices. These are significant achievements that affirm the determination and role of the Board of Directors, as well as the maturity of the company's management system.

Achieved indicators:

Unit of measurement: dong

order	Indicator	Implement 2024	Plan 2025	Rate compared to the Plan (%)
1	Total sales	260.000.000.000	295.034.992.891	113%
2	Total revenue	236.363.000.000	268.213.629.901	113%
3	Profit before tax	3.200.000.000	1.361.220.127	42.5%
4	Profit after tax	2.560.000.000	1.088.709.298	42,5%
5	Dividends	8	8	100%

(Source: Audited financial report for the year 2024)

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

The Board of Directors operates in accordance with the spirit of the Charter, the Enterprise Law, the Securities Law, and relevant legal documents. Board meetings are held regularly and in compliance with the Charter. The Board has closely followed the direction of the resolutions from the General Meeting of Shareholders and the actual situation of the Company, providing guidance, management, and supervision of the Company's activities in accordance with the agreed resolutions.

The year 2024 continues to be a challenging year for the economy. However, the Company has leveraged its existing strengths in financial resources, infrastructure, and customer network to comprehensively achieve the planned targets. This is the first year in many years that the Company has made comprehensive progress, with both the Company and each product group exceeding the planned targets and showing growth compared to the same period last year.

Complete the company's management work, ensuring transparency and efficiency. Adjust the salary and bonus regulations to align with the actual situation, ensuring employee income.

Focus on asset management and business capital. Ensure sufficient and timely capital to support the company's business and investment activities.

In the year, the Board of Directors decided to invest in the purchase of several properties with a total value of 14.860 trillion VND; Invest in major repairs for the 25 Le Loi Shopping Center and the 301 Tran Phu Building with a cost of 7.317 trillion VND;

*** The total investment value for the year 2024 is 22.177 trillion VND.**

1. Board of Directors Personnel

The personnel of the Company's Board of Directors is as follows:

order	Full name	Position
1	Le Anh Tuan	Chairman of the Board of Directors
2	Vu Thi Ly	Board member
3	Vu Manh Doan	Board member

2. The supervisory management work of the Board of Directors in 2024.

In 2024, the Board of Directors held 05 (five) meetings, organized to solicit the opinions of the Board members in writing, issued minutes, resolutions, and decisions as a basis for the General Director to implement business activities, specifically as follows:

- Resolution approving the date for closing the shareholder list and the date for holding the Annual General Meeting of Shareholders, along with the agenda for the Annual General Meeting of Shareholders in 2024.

- Resolution approving the performance of business activities for the quarter, six months, and year; direction and tasks for the upcoming quarters and years.
- Decision approving the business production plan for 2024.
- Other resolutions and decisions within the authority of the Board of Directors related to the Company's business activities.

3. Supervision of activities concerning the Board of General Directors and management staff:

With its roles, responsibilities, and authority, the Company's Board of Directors has carried out supervision, direction, and management of the Company in accordance with legal regulations, the Company's charter, and the resolutions of the General Meeting of Shareholders as follows:

The Board of Directors supervises the Board of General Directors through reports at regular or extraordinary meetings as required;

The Board of Directors appoints representatives to attend meetings of the Board of General Directors as scheduled when the meeting agenda is presented for the Board of Directors' decision within its authority, and participates in the monthly briefing sessions of the Board of General Directors;

Through the quarterly evaluation reports from the Supervisory Board regarding the financial situation and management of the Board of General Directors.

4. General assessment of the Board of Directors' activities:

The Board of Directors has closely, promptly, and regularly coordinated with the Executive Board and the Supervisory Board in directing the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors regarding the Company.

All decision-making issues of the Board of Directors are discussed, fully communicated, and timely reported in accordance with regulations to the Supervisory Board and the Executive Board.

The proposals from the Executive Board to the Board of Directors are thoroughly studied, discussed, and timely directed.

The Company fully and promptly complies with the resolutions of the General Meeting of Shareholders, the Board of Directors, and the regulations of the State.

5. Report on the remuneration and income of the Board of Directors.

The total remuneration and income of the Company's Board of Directors for the year 2024 is 84,000,000 VND/year.

The operating expenses, transaction costs, and travel expenses of the Board of Directors for the year are carried out in accordance with the Company's regulations and policies.

6. Report on transactions between the company, its subsidiaries, and companies controlled by THS with over 50% of charter capital, involving members of the Board of Directors and related parties of those members; transactions between the Company and companies where a member of the Board

of Directors is a founding member or a business manager within the last 3 years prior to the transaction.

<p align="center">- Thanh Hoa Construction and Trade Joint Stock Company</p>	<p>Mr. Lê Anh Tuấn - Chairman of the Board of Directors is the Chairman of the Board of Directors of Thanh Hóa Construction and Trade Joint Stock Company.</p>
	<p>- In 2022: Thanh Hoa Sông Đà Joint Stock Company sold goods to Thanh Hóa Construction and Trade Joint Stock Company, according to Economic Contract No. 02-2022/HĐKT dated May 12, 2022. The total value of goods sold is: 9,854,496,847 VND.</p>
	<p>- In 2022: Thanh Hoa Construction and Trade Joint Stock Company carried out the renovation of the warehouse for Thanh Hoa Song Da Joint Stock Company, according to Economic Contract No. 17-2022/HĐKT dated October 28, 2022. The total contract value is: 1,611,482,000 VND.</p>
	<p>In 2022: Thanh Hoa Song Da Joint Stock Company rented part of the area at 301 Tran Phu - TPTH to Thanh Hoa Construction and Trade Joint Stock Company, according to Lease Contract No. 03/2022/HĐTN dated August 16, 2022. The lease term is from July 1, 2022, to December 31, 2023.</p>
	<p>- In 2023: Thanh Hoa Construction and Trade Joint Stock Company carried out the renovation of the heat-resistant roof for the project at 25 Le Loi, according to Economic Contract No. 01/HĐKT2023/XDTM-SD dated March 8, 2023. The total value of the contract is: 1,476,691,000 VND.</p>
	<p>- In 2023: Thanh Hoa Song Da Joint Stock Company sold goods to Thanh Hoa Construction and Trade Joint Stock Company. The total value of the goods sold is: 3,744,056,466 VND.</p> <p>- In 2024:</p> <p>+ Thanh Hoa Song Da Joint Stock Company sells goods to Thanh Hoa Construction and Trade Joint Stock Company. The total value of goods sold is: 1,495,657,753 VND.</p> <p>+ Thanh Hoa Song Da Joint Stock Company purchases goods from Thanh Hoa Construction and Trade Joint Stock Company. The total value of goods purchased is: 3,523,183,672 VND.</p>
<p align="center">- Thành Nam Mechanical - Thermal - Electrical Co., Ltd.</p>	<p>Mr. Lê Anh Tuấn – Chairman of the Board of Directors is a member of the Board of Directors of Thành Nam Mechanical – Thermal – Electric Co., Ltd.</p>
	<p>- In 2022: Thành Nam Mechanical – Thermal – Electric Co., Ltd. renovated the campus of the Northwest Warehouse of Thanh Hoa Sông Đà Joint Stock Company, according to Economic Contract No. 01/HĐKT2022/HĐTN dated August 16, 2022. The total contract value is: 1,849,305,000 VND.</p>
	<p>- In 2023: Thành Nam Mechanical – Thermal – Electric Co., Ltd. installed for Thanh Hoa Sông Đà Joint Stock Company</p>

	<p>according to Contract No. 05/2023/HĐGKNT/TM-SĐ dated September 6, 2023; Contract No. 06/2023/HĐGKNT/TM-SĐ dated October 1, 2023; Contract No. 10/2023/HĐGKNT/TM-SĐ dated October 5, 2023. The total value is: 176,400,000 VND.</p> <p>- In 2024: Thanh Nam Thermal Electric Company Limited is carrying out construction work for Thanh Hoa Song Da Joint Stock Company with an amount of 58,820,000 VND.</p> <p>- On June 10, 2024, Thanh Hoa Song Da Joint Stock Company signed 02 contracts with Thanh Nam Thermal Electric Company Limited:</p> <p>+ Contract number: 0504/HĐKT/TN-SĐ dated June 10, 2024 + Contract number: 0704/HĐKT/TN-SĐ dated June 10, 2024 Thanh Hoa Song Da Joint Stock Company paid Thanh Nam Thermal Electric Company Limited an advance of 6,509,868,400 VND.</p>
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II. OBJECTIVES AND TASKS FOR 2025

Building on the achievements made and addressing the ongoing challenges from 2024, the Board of Directors is determined to strive for a stable and sustainable development of the Company, overcoming difficulties in 2025 through the following main measures:

Continuing to focus resources on developing competitive products with good growth; exploring new products that align with available resources; simultaneously developing wholesale, retail, and project sales; implementing new business sectors; investing in upgrading infrastructure; stabilizing the organization; and continuously improving corporate governance to enhance business efficiency.

The Board of Directors will continue to direct and supervise the General Director to achieve and exceed the targets set for 2025 as follows

Unit of measurement: dong

order	Indicator	Implement 2024	Plan 2025
1	Total sales	295.034.992.891	319.000.000.000
2	Total revenue	268.213.629.901	290.000.000.000
3	Charter capital	30.000.000.000	30.000.000.000
4	Profit before tax	1.361.220.127	2.700.000.000
5	Profit after tax	1.088.709.298	2.160.000.000
6	Dividends	8	8

The above is the report from the Board of Directors of Thanh Hoa - Song Da Joint Stock Company summarizing the results of operations in 2024 and the direction for activities in 2025. We hope that our esteemed shareholders will provide practical feedback to help the Board of Directors operate more effectively and develop the best strategy for the stable and sustainable growth of the Company.

After the Annual General Meeting of Shareholders approves the contents of the report, the Board of Directors will develop a roadmap and specific program in the spirit of innovation, along with decisive and thorough measures to ensure the sustainable development of Thanh Hoa - Song Da Joint Stock Company.

We respectfully submit this report to the General Meeting of Shareholders.

Recipient:

- *General Meeting of Shareholders;*
- *Board of Directors/General Director;*
- *Document Storage.*

TM. BOARD OF DIRECTORS

Chairman

Le Anh Tuan

**REPORT OF THE SUPERVISORY BOARD AT THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS IN 2025**

Basis

- Enterprise Law No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
 - Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
 - Working regulations of the Supervisory Board;
- The Supervisory Board of Thanh Hoa - Song Da Joint Stock Company (THS) would like to report to the Annual General Meeting of Shareholders in 2025 on the implementation of the inspection and supervision of THS's business operations in 2024 and the activity plan of the Supervisory Board for 2025 as follows:

PART I

RESULTS OF INSPECTION AND MONITORING IN 2024

I. Activities of the Supervisory Board in 2024

1. Organizational Work

The members of the Supervisory Board of Thanh Hoa - Song Da Joint Stock Company include 03 members:

- Ms. Cao Thi Hien - Head of the Supervisory Board
- Mr. Trinh Dinh Thang - Member of the Supervisory Board (until April 24, 2024)
- Mr. Nguyen Quang Long - Member of the Supervisory Board
- Ms. Le Thi Phuong - Member of the Supervisory Board (from April 24, 2024)

2. The operational situation of the Supervisory Board in 2024

- In 2024, the Supervisory Board of the Company has implemented and strictly carried out the supervision of the operational situation of production and business activities, the financial situation of the Company, as well as the activities of the Board of Directors, the Executive Board, and the departments, the coordination between the Supervisory Board and the Board of Directors, the Executive Board, and other tasks as prescribed by law and the Company's Charter to protect the legitimate rights and interests of the Company and its shareholders, specifically as follows:

- Supervise the implementation of the contents approved in the Resolution of the Annual General Meeting of Shareholders in 2024;
- Monitor the implementation of the resolutions of the Company's Board of Directors and the decisions of the Company's Executive Board;

- Proactively implement the control plan in accordance with legal regulations and the operational regulations of the Supervisory Board;
- Actively coordinate with the Board of Directors, the Executive Board, and specialized departments in work;
- Attend all meetings of the Board of Directors, stay updated on the situation, and contribute opinions within the scope of responsibility and authority.
- Organize the assignment of tasks within the Supervisory Board to maximize the effectiveness of control work at the Company.
- Evaluate and review the financial reports for the first six months and the entire year.
- Monitor the periodic inventory of goods at the Company.

3. Results of the control over the management and operation of the Company

In 2024, based on the contents of the resolutions approved by the General Meeting of Shareholders as well as other resolutions of the Board of Directors, the members of the Supervisory Board unanimously assess as follows:

- The management of production and business operations by the Board of Directors and the General Director of the Company in 2024 will comply with the Enterprise Law, the operational charter, the resolutions of the General Meeting of Shareholders and the Board of Directors, and relevant legal regulations. (1) The revenue result for 2024 is expected to reach 268.2 billion VND, which is 113% of the plan and 118% compared to 2023, with a stable financial situation, ensuring profits and employee income.

The sales results for 2024 reached 295 billion VND, equivalent to 113% of the plan and 118% compared to 2023. The financial situation is stable, and profits and employee income are basically secured.

- Management and accounting: Focus on managing assets and business capital, ensuring sufficient and timely funding to support the Company's business and investment activities. Strictly comply with state laws and tax authority regulations regarding invoicing, declaration, tax payment, and financial reporting, etc.

Ensure effective information disclosure for listed companies to maintain the transparency and openness of listed enterprises in accordance with regulations.

- Organizational and investment activities: The company has invested in the purchase of several properties with a total value of 14.8 billion VND; invested in major repairs for the 25 Le Loi Shopping Center and the 301 Tran Phu Building at a cost of 7.270 billion VND;

*** The total investment value for 2024 is 22.070 billion VND.**

- The company fully fulfills its budget obligations to the State; the regime and benefits of employees are implemented in accordance with the Labor Code and the Company's Collective Labor Agreement, such as paying social insurance, health insurance, and timely monthly salary payments as per regulations. In addition, other welfare policies are always ensured and maintained, with all policies for employees being addressed fully and accurately to safeguard their rights within the

Company. The average income of employees is million VND per person per month, paid in full and on time.

4. Report on transactions between the company, subsidiaries, and companies controlled by THS with over 50% of charter capital with members of the Board of Directors and related parties of those members; transactions between the Company and companies where a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the transaction.

- None.

5. The coordination between the Supervisory Board, the Board of Directors, and the Executive Board:

- The Supervisory Board receives close cooperation from the Board of Directors and the Executive Board while maintaining its independence in carrying out its assigned functions and duties in monitoring and supervision activities. The Board of Directors and the Executive Board have facilitated the Supervisory Board to operate according to its functions and duties, ensuring compliance with legal regulations and the Company's Charter; the operational departments of the Company have effectively coordinated with the Supervisory Board to carry out internal monitoring and supervision tasks within the unit.

- The Board of Directors has provided timely and complete resolutions and decisions to the Supervisory Board, and the Executive Board has facilitated the Supervisory Board in collecting information and documents related to the Company's business operations.

6. Remuneration for the Supervisory Board in 2024:

- In 2024, the Company will pay a remuneration and income of 84,000,000 VND per year to the Supervisory Board. Specifically:

Full name	Position	The amount of money
Cao Thi Hien	Head of the Security Department	36.000.000
Nguyen Quang Long	Board member	24.000.000
Trinh Dinh Thang	Board member	6.000.000
Le Thi Phuong	Board member	18.000.000
Community		84.000.000

II. Results of the monitoring of the implementation of the resolution of the Annual General Meeting of Shareholders in 2024

1. Implementation of profit distribution for 2023 and dividend payment to shareholders according to the resolution of the Annual General Meeting of Shareholders in 2024

The company has paid dividends for the year 2023 to shareholders and allocated funds according to the profit distribution plan for 2024 as per Resolution No. 01/2024/THS/NQ-AGM dated April 24, 2024.

2. Implementing economic targets:

Unit of measurement: dong

order	Indicator	Plan 2024	Implement 2024	Rate compared to the Plan (%)
1	Total sales	260.000.000.000	295.034.992.891	113%
2	Total revenue	236.363.000.000	268.213.629.901	113%
3	Profit before tax	3.200.000.000	1.361.220.127	42.5%
4	Profit after tax	2.560.000.000	1.088.709.298	42,5%
5	Dividend (%/year)	8	8	100%

(Source: 2024 audited financial report)

3. Choose an independent auditing firm to conduct the audit of the financial statements for the year 2024.

The company has selected and signed a contract with Nhan Tam Viet Audit Company Limited to perform the audit of the 2024 financial statements in accordance with the resolution of the 2024 Annual General Meeting of Shareholders.

2. Results of the financial statement assessment for the year 2024.

In 2024, the company complied with the regulations of the Accounting Law, the accounting regime, and the Vietnamese accounting standards; at the same time, it was consistent with the characteristics of the production and business activities and the management requirements of the company.

- The financial statements fully reflected the situation of the company's production, business activities, and finances, presented according to the prescribed report templates.
- The report accurately and reasonably reflected the financial situation as of December 31, 2024, on all significant aspects.
- The recording, opening of accounting books, and classification of economic contents are in accordance with the accounting standards issued by the Ministry of Finance.
- The company has carried out periodic reporting and disclosure of information for listed organizations on the Hanoi Stock Exchange in accordance with the regulations on information disclosure in the securities market.
- The financial statements for 2024 of THS have been audited in accordance with the provisions of the charter and the resolution of the annual general meeting of shareholders in 2024, conducted by Nhan Tam Viet Audit Company Limited.

IV. Conclusion and Recommendations

1. Conclusion:

In 2024, the Board of Directors and the executive board of the Company directed and managed business operations flexibly and promptly to ensure that the Company's business results, as entrusted by the General Meeting of Shareholders, were not adversely affected. The Company's activities have complied with the Law on Enterprises, the Company's Charter, and relevant regulations.

The Supervisory Board, with a sense of responsibility for building and cooperating in the execution of the tasks entrusted by the shareholders, has coordinated discussions and contributed candid, honest, and objective opinions to the Board of Directors and the executive board in management and the development of regulations, resolutions, and decisions.

2. Recommendation:

The company needs to continue improving the internal control system to serve as a basis for monitoring and enhancing forecasting efforts to mitigate risks in business operations.

- Use capital effectively and develop the company's business.
- Regularly monitor and supervise sales oversight and accounts receivable to mitigate risks.
- Actively promote the management and recovery of difficult-to-collect debts to ensure the company's working capital.
- Regularly monitor to address slow-selling and ineffective products.
- Implement cost reduction and flexibly reallocate personnel between departments.

PART II

ACTIVITY PLAN OF THE MONITORING COMMITTEE FOR 2025

To effectively carry out the inspection and supervision work according to the Enterprise Law and the Company Charter, the Supervisory Board has developed an operational plan for 2025, which includes the following contents:

- Monitoring compliance with legal regulations, the Company Charter, and the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors.
- Continuing the inspection and supervision activities according to the functions and tasks of the Supervisory Board.
- Monitoring the implementation of the business production plan for 2025 approved by the General Meeting of Shareholders.
- Supervising the management and operational activities of the Board of Directors and the General Director of the Company.
- Conduct the assessment of quarterly, semi-annual, and annual financial statements for 2025.
- Monitor and participate in the supervision of periodic inventory checks; inspect and oversee the management and use of capital, assets; accounts receivable and debt collection.

- Check and supervise the payroll, bonuses, and related issues concerning employees.

- Review the documents, regulations, and internal management policies of the Company.

Above is the summary report on the activities of the Supervisory Board for 2024 and the main directions for the activities of the Supervisory Board for 2025.

We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

Thank you very much.

Recipient:

- *As above;*
- *Chairman of the Board;*
- *General Director;*
- *Archive VT, BKS.*

**TM. CONTROL BOARD
HEAD OF THE BOARD**



Cao Thi Hien

No: 12/TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT
Annual General Meeting of Shareholders 2025
Regarding the approval of the audited financial report for the year 2024
of Thanh Hoa - Song Da Joint Stock Company.

Basis:

- The Charter of Organization and Operation of Thanh Hoa - Song Da Joint Stock Company;
- The financial report for the year 2024 of the company has been audited by Nhan Tam Viet Audit Company Limited;

The Board of Directors of Thanh Hoa - Song Da Joint Stock Company respectfully submits the audited financial report for the year 2024 to the General Meeting of Shareholders for approval. The full financial report is published on the company's website:
<http://thanhhoasongda.com.vn>.

The basic indicators are as follows:

A/ BALANCE SHEET AS OF DECEMBER 31, 2024

Unit of measurement: VND

order	Indicator	This year	Last year
I	Current assets	90.951.758.330	51.692.232.081
1	Cash and cash equivalents	5.064.537.259	4.361.900.601
2	Short-term receivables	27.918.351.049	14.095.714.366
3	Inventory	42.871.105.313	32.605.458.265
4	Other current assets	237.763.393	629.158.849
II	Long-term assets	28.401.922.340	24.035.732.221
1	Fixed assets	8.931.524.323	11.351.878.115
2	Investment properties	9.773.552.695	10.382.202.775
3	Long-term work in progress	7.270.089.734	-
4	Other long-term assets	2.226.755.588	-
	Total assets	119.353.680.670	75.727.964.302
III	Debt to be paid	80.043.857.698	35.346.850.628
1	Short-term debt	79.407.173.698	35.346.850.628

2	Long-term debt	636.684.000	-
IV	Equity Capital	39.309.822.972	40.381.113.674
1	Equity Capital	39.309.822.972	40.381.113.674
2	Other funding sources and funds	-	-
	Total capital sources	119.353.680.670	75.727.964.302

B/ REPORT ON BUSINESS OPERATIONS RESULTS FOR 2024

order	Indicator	This year	Last year
1.	Revenue from sales and service provision	268.453.264.248	226.619.858.475
2.	Revenue deductions	239.634.347	1.327.370
3.	Net revenue	268.213.629.901	226.618.531.105
4.	Cost of goods sold	250.971.453.502	209.148.816.553
5.	Gross profit	17.242.176.399	17.469.714.552
6.	Financial operating revenue	768.971.887	549.032.795
7.	Financial expenses	2.417.092.689	2.209.722.280
8.	Selling expenses	9.890.152.538	8.799.319.846
9.	Business management expenses	4.767.390.637	4.377.138.476
10.	LN thuần từ hoạt động kinh doanh	936.512.422	2.632.566.745
11.	Other income	1.511.811.829	1.455.284.260
12.	Other expenses	1.087.104.124	1.116.255.653
13.	Other profits	424.707.705	339.028.607
14.	Total accounting profit before tax	1.361.220.127	2.971.595.352
15.	Corporate income tax expenses	272.510.829	611.296.514
17.	Net profit after corporate income tax	1.088.709.298	2.360.298.838
18	Basic earnings per share	403	874

Respectfully submitted for the General Meeting of Shareholders to consider and approve.

TM. BOARD OF DIRECTORS



Le Anh Tuan

PARTY BRANCH OF THANH HOA-SONG DA
JOINT STOCK COMPANY

COMMUNIST PARTY OF VIETNAM
Independence - Freedom – Happiness

No: 18./TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT

*Regarding the allocation of the Development Investment Fund for dividend
distribution in 2024.*

**Dear: Annual General Meeting of Shareholders 2025
Thanh Hoa - Song Da Joint Stock Company**

Base:

- The Enterprise Law No. 59/2020/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The charter for the organization and operation of Thanh Hoa - Song Da Joint Stock Company.
- The results of business operations for the year 2024;

The Board of Directors respectfully presents to the Annual General Meeting of Shareholders 2025 the following content:

To ensure the dividend rights for shareholders according to Resolution No. 01/2024/AGM-THS of the 2024 General Meeting of Shareholders, which set the dividend at 8% per year.

The Board of Directors respectfully proposes that the Annual General Meeting of Shareholders 2025 approve the allocation of the development investment fund to distribute dividends to shareholders in the amount of 1,071,290,702 VND.

(In words: One billion, seventy-one million, two hundred ninety thousand, seven hundred two dong)

Respectfully submitted for the General Meeting of Shareholders to consider and approve.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save for records.

TM. BOARD OF DIRECTORS



Le Anh Tuan

PARTY BRANCH OF THANH HOA-SONG DA
JOINT STOCK COMPANY

COMMUNIST PARTY OF VIETNAM
Independence - Freedom – Happiness

No: 19/TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT

Regarding the distribution of profits for the year 2024 and the profit distribution plan for the year 2025.

**Dear: Annual General Meeting of Shareholders 2025
Thanh Hoa - Song Da Joint Stock Company**

Base:

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Based on the Charter of Organization and Operation of Thanh Hoa - Song Da Joint Stock Company.

The Board of Directors reports to the General Meeting of Shareholders on the distribution of profits for the year 2024 and the profit distribution plan for 2025, as follows:

Order	Target	Profit distribution for 2024	Profit distribution plan for 2025
1	Pre-tax profit	1.361.220.127	2.700.000.000
2	After-tax profit	1.088.709.298	2.160.000.000
3	Profit available for dividend distribution	1.088.709.298	2.160.000.000
4	Supplementary investment fund for dividend distribution in 2024	1.072.290.702	
5	Cash dividend payout ratio (%/year)	8%	8%

Respectfully submitted for the General Meeting of Shareholders to consider and approve.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save for records.

TM. BOARD OF DIRECTORS



Le Anh Tuan

No: 2.0/TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT

Regarding the allocation of the Development Investment Fund for dividend distribution in 2024.

Dear: Annual General Meeting of Shareholders 2025

The Board of Directors of the Company proposes that the General Meeting of Shareholders approve the payment of remuneration for the Board of Directors and the Supervisory Board for the year 2024, as well as the salary and remuneration plan for 2025.

1. Implementation for 2024

Based on the resolution of the Annual General Meeting of Shareholders 2024 and the business performance results for 2024, the salary and remuneration of the members of the Board of Directors and the Supervisory Board will be paid as follows:

Unit: VND

Full name	Position	Compensation/Salary
Le Anh Tuan	Chairman of the Board of Directors	36.000.000
Vu Thi Ly	Board Member	24.000.000
Vu Manh Doan	Board Member	24.000.000
Cao Thi Hien	Head of the Supervisory Board	36.000.000
Nguyen Quang Long	Members of the Supervisory Board	24.000.000
Trinh Dinh Thang	Members of the Supervisory Board	6.000.000
Le Thi Phuong	Members of the Supervisory Board	18.000.000
Community		168.000.000

The total salary, remuneration, and bonuses for the Board of Directors and Supervisory Board in 2024 are: 168,000,000 VND (One hundred sixty-eight million VND).

2. Plan for 2025

order	Job title	Monthly fee (in VND)	Note
1	Chairman of the Board of Directors (01 person)	3.000.000	
2	Board Member (02 person)	2.000.000	
3	Head of the Supervisory Board (01 person)	3.000.000	

No: 21.../TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
(Regarding the business plan and projected dividends for 2025)

Basis:

- The charter for the organization and operation of Thanh Hoa - Song Da Joint Stock Company
- The business results for 2024 and the current state of the company's production and business activities;

The Board of Directors reports to the General Meeting of Shareholders on the business plan and the proposed dividend for 2025 as follows:

Order	Indicator	Unit	Amount
1	Total revenue	Million dong	290.000
2	Profit before tax	Million dong	2.700
3	Profit after tax	Million dong	2.160
4	Contributions to the state budget	Million dong	2.500
5	Average income of workers	Tr.đ/person/th	14,0
6	Dividend payout ratio	% per year	8

*Respectfully submitted to the General Meeting of Shareholders for voting approval.
Thank you!*

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save for records.

TM. BOARD OF DIRECTORS

Chairman

Le Anh Tuan

PARTY BRANCH OF THANH HOA-SONG DA
JOINT STOCK COMPANY

COMMUNIST PARTY OF VIETNAM
Independence - Freedom – Happiness

No: 22./TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT

Regarding: Selection of the auditing firm for the financial statements of 2025

Dear: Annual General Meeting of Shareholders 2025

Base:

- The Enterprise Law No. 68/2014/QH13 was passed by the National Assembly of the Socialist Republic of Vietnam, 13th Legislature, 8th Session, and took effect from July 1, 2015;

- The Charter of Thanh Hoa - Song Da Joint Stock Company;

- Decision No. 89/2007/QĐ - BTC dated October 24, 2007, by the Ministry of Finance regarding the issuance of the Regulation on the selection of auditing firms.

According to the provisions of the Company's Charter, the selection of the auditing unit for the annual financial statements is decided by the General Meeting of Shareholders. The Board of Directors respectfully submits to the General Meeting of Shareholders to select the unit to conduct the review of the semi-annual report for 2025 and audit the financial statements for 2025.

Vietnam Human Soul Audit Company Ltd.

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

Thank you very much!

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save for records.

TM. BOARD OF DIRECTORS

Chairman



Le Anh Tuan

PARTY BRANCH OF THANH HOA-SONG DA
JOINT STOCK COMPANY

No: 23./TT-HDQT-THS

COMMUNIST PARTY OF VIETNAM
Independence - Freedom – Happiness

Thanh Hoa, March 11, 2025

REPORT

Regarding the addition of business sectors for the Company

Dear: Annual General Meeting of Shareholders 2025

Base:

- The Enterprise Law No. 59/2020/QH14 takes effect from January 1, 2021;
- The charter for the organization and operation and the governance regulations of Thanh Hoa - Song Da Joint Stock Company;
- The actual demand for the business situation of Thanh Hoa - Song Da Joint Stock Company;

The Board of Directors of the Company presents to the Annual General Meeting of Shareholders in 2025 regarding the addition of the Company's business sectors as follows:

- To add the following business sector:

Order	Field Name	Field Code
1	Activities of sports facilities	9311

Respectfully submitted to the General Meeting of Shareholders for voting approval.

Thank you!

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save for records.

TM. BOARD OF DIRECTORS



No: *27* TT-HDQT-THS

Thanh Hoa, March 11, 2025

REPORT

(Regarding the authorization of the Board of Directors to approve other matters within the authority of the General Meeting of Shareholders)

**Dear: Annual General Meeting of Shareholders 2025
Thanh Hoa – Song Da Joint Stock Company**

- Pursuant to the Enterprise Law 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter on the Organization and Operation of Thanh Hoa – Song Da Joint Stock Company;

According to the plan, in 2025, the Company will implement the expansion of its production and business activities as well as investment activities. To proactively manage the production and business process and ensure the completion of the set plan, the General Meeting of Shareholders (GMS) approves and authorizes the Board of Directors (BOD) to carry out the tasks that have been voted on by the GMS (including the implementation of procedures, working with competent state agencies to achieve the goals set for 2025 in accordance with current legal regulations). In addition, during the production and business activities, the BOD respectfully submits to the GMS the authorization for the BOD to approve contracts and transactions of the Company arising in 2025, specifically as follows:

- 1. Approve contracts and transactions of the Company with a value of 35% or more of the total assets as recorded in the Company's most recent financial report, excluding investment decisions or asset sales.**
- 2. Approve contracts and transactions of the Company with a value of less than 35% of the total assets of the Company as recorded in the most recent financial report with related parties.**

Approve contracts and transactions between the Company and its related parties, including but not limited to the contracts and transactions listed below:

- a. Transactions for the purchase and sale of goods;
- b. Transactions for the transfer of ownership rights, granting the right to use trademarks, innovations, technical improvements, copyright, and other intellectual property objects, whether registered for protection or not;
- c. Transactions involving borrowing, lending, guarantees, pledges, and mortgages of assets based on optimizing cash flow and financial activities of the parties;

d. Other transactions as decided by the Board of Directors/General Director of the Company at any given time.

Đối tượng liên quan thực hiện giao dịch:

a. Shareholders, representatives authorized by shareholders are organizations owning more than 10% of the total common shares of the company and their related persons;

b. Members of the Board of Directors, Directors or General Directors and their related persons;

c. Enterprises that members of the Board of Directors, Controllers, Directors or General Directors and other managers of the company must declare in accordance with the provisions of Clause 2, Article 164 of the 2020 Enterprise Law.

Respectfully submitted for the General Meeting of Shareholders to consider and approve.

Recipient:

- As above;
- Board of Directors, Supervisory Board;
- Save for records.

TM. BOARD OF DIRECTORS

Chairman



Le Anh Tuan



RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
THANH HOA – SÔNG ĐÀ JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 issued on June 17, 2020;
- Based on the Charter of Organization and Operation of Thanh Hoa - Song Da Joint Stock Company;
- Based on the minutes of the Annual General Meeting of Shareholders in 2025, No. 01/2025/THS/BB-AGM of Thanh Hoa - Song Da Joint Stock Company dated April 2, 2025.

RESOLUTION

Article 1. Approve the Board of Directors' activity report for 2024 and the plan for 2025.

1. Results of implementation in 2024:

Unit of measurement: dong

order	Indicator	Plan 2024	Implement 2024	Rate compared to the Plan (%)
1	Total sales	260.000.000.000	295.034.992.891	113%
2	Total revenue	236.363.000.000	268.213.629.901	113%
3	Profit before tax	3.200.000.000	1.361.220.127	42.5%
4	Profit after tax	2.560.000.000	1.088.709.298	42,5%
5	Labor rights	12.000.000	13.300.000	114%
6	Dividend (%/year)	8	8	100%

2. The plan for 2025 is as follows:

Order	Indicator	Unit	Plan 2025	
1	Total sales	Million dong	319.000	
2	Total revenue	Million dong	290.000	
3	Profit before tax	Million dong	2.700	
4	Profit after tax	Million dong	2.160	
5	Labor rights	Tr./person/month	14,0	
6	Dividend (%/year)	%	8	

Article 2. Approve the activity report of the Supervisory Board for 2024 and the plan for 2025.

Article 3. Approval of the audited financial statements for the year 2024 (According to proposal number /2025/TT-HDQT-THS).

Article 4. Approval of the allocation of the Development Investment Fund for the distribution of dividends for the year 2024 (According to proposal number /2025/TT-HDQT-THS).

Article 5. Approval of the profit distribution plan for the year 2024 and the profit distribution plan for the year 2025 (According to proposal number /2025/TT-HDQT-THS).

The General Meeting of Shareholders approved the profit distribution for the year 2024 and the profit distribution plan for the year 2025, as follows:

Order	Target	Profit distribution for 2024	Profit distribution plan for 2025
1	Pre-tax profit	1.361.220.127	2.700.000.000
2	After-tax profit	1.088.709.298	2.160.000.000
3	Profit available for dividend distribution	1.088.709.298	2.160.000.000
4	Supplementary investment fund for dividend distribution in 2024	1.072.290.702	
5	Cash dividend payout ratio (%/year)	8%	8%

Article 6. Approval of the 2025 Business Plan (According to proposal number /2025/TT-HDQT-THS).

Article 7. Approval of the proposal for the remuneration of the Board of Directors and the Supervisory Board for 2024, and the payment plan for 2025 (According to proposal number /2025/TT-HDQT-THS).

Article 8. Through the selection of the auditing unit for the 2025 financial statements (According to proposal number /2025/TT-HDQT-THS).

Article 9. Through the addition of the business sectors of the Company (According to proposal number /2025/TT-HDQT-THS).

Article 10. Through the authorization of the Board of Directors, approve other contents within the authority of the General Meeting of Shareholders (According to proposal number /2025/TT-HDQT-THS).

Article 11. Implementation Clause.

This resolution has been approved by the Annual General Meeting of Shareholders of Thanh Hoa - Song Da Joint Stock Company in 2025 and takes effect from the date of signing.

The members of the Board of Directors, the Supervisory Board, and the General Director are responsible for implementing this resolution and organizing its execution in accordance with their functions and in compliance with the law and the company's operational charter.

Recipient:

*General Meeting of
Shareholders;
- Board of Directors,
Supervisory Board, Executive
Board;
- Archive: VT;
- Information disclosure as
required.*

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRPERSON**

Le Anh Tuan



No: 2025/THS/BB-DHDCD

Thanh Hoa, ... day ... month ... year 2025

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
THANH HOA – SÔNG ĐÀ JOINT STOCK COMPANY

I. COMPANY INFORMATION:

1. Company name: Thanh Hoa - Song Da Joint Stock Company.
2. Head office address: 25 Le Loi Avenue - Lam Son Ward - Thanh Hoa City - Thanh Hoa Province - Vietnam.
3. Business registration certificate number 2800772376 issued by the Department of Planning and Investment of Thanh Hoa Province, first issued on May 19, 2004, and registered for the 16th change on September 24, 2024.

II. TIME AND LOCATION OF THE GENERAL MEETING:

1. Time: day..... month year 2025
2. Location: At the Northwest Hall - Thanh Hoa Song Da Joint Stock Company, Lot CC4, Northwest Ga Industrial Park, Dinh Huong, Dong Tho Ward, Thanh Hoa City.

III. ATTENDEES:

- Members of the Board of Directors, Supervisory Board, and Executive Board of the Company, including:

• Board Members:

- + Mr. Le Anh Tuan - Chairman of the Board
- + Ms. Vu Thi Ly - Board Member and General Director
- + Mr. Vu Manh Doan - Board Member

• Supervisory Board Members:

- + Ms. Cao Thi Hien - Head of the Supervisory Board
- + Mr. Nguyen Quang Long - Supervisory Board Member
- + Ms. Le Thi Phuong - Supervisory Board Member

• Executive Board:

- + Mr. Pham Van Loi - Deputy General Director
- + Ms. Hoang Thi An - Chief Accountant

- The number of shareholders attending directly and by proxy at 9:00 AM is shareholders, representing a total of shares owned and authorized, accounting for% of the total voting shares of the company, which is 2,700,000 shares.

IV. OPENING OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025:

1. To ensure the meeting proceeds according to regulations, Ms. Hoàng Thị Tâm - Head of the Shareholder Qualification Inspection Committee presents the Report on the qualification of shareholders attending the meeting at 9:00 AM:

- The total number of voting shares of the Company is: 2,700,000 shares.
- Invited shareholders include: All shareholders of Thanh Hoa - Song Da Joint Stock Company listed in the shareholder registry as of February 28, 2025.
- The total number of shareholders attending in person and by proxy is shareholders, representing the number of shares owned and authorized is shares, accounting for% of the total number of voting shares of Thanh Hoa - Song Da Joint Stock Company.

Based on the Enterprise Law, the Charter of Organization and Operation of Thanh Hoa - Song Da Joint Stock Company, the annual general meeting of shareholders in 2025 is eligible to proceed.

2. Mr. Le Anh Tuan presented the regulations for organizing the Annual General Meeting of Shareholders (AGM) for 2025 of Thanh Hoa - Song Da Joint Stock Company.

The regulations for organizing the AGM for 2025 were unanimously approved by the AGM with 100% of the total voting shares participating in the meeting.

3. The General Meeting of Shareholders has elected the Presidium and the Vote Counting Committee of the meeting:

a. The Presidium of the meeting

- Mr. Le Anh Tuan - Chairman of the Board of Directors of Thanh Hoa - Song Da Joint Stock Company - Chair of the meeting.

b. The Vote Counting Committee of the meeting

- Ms. Hoang Thi Tam - Head

- Ms. Hoang Thi An - Member

The Presidium and the Ballot Counting Committee were unanimously approved by the General Meeting of Shareholders with 100% of the total voting shares present at the meeting.

4. The chairperson appointed the conference secretary:

- Ms. Cao Thi Hien - Conference Secretary

5. The agenda for the 2025 Annual General Meeting of Shareholders was approved, as follows:

Content 1. Report on the activities of the Board of Directors for 2024 and the plan for 2025.

Content 2. Report on the activities of the Supervisory Board for 2024 and the plan for 2025.

Content 3. Proposal to approve the audited financial statements for 2024.

Content 4. Proposal regarding the allocation of the development investment fund for dividend distribution in 2024.

Content 5. Proposal for the profit distribution plan for 2024 and the profit distribution plan for 2025.

Content 6. Proposal for the business plan for 2025.

Content 7. Proposal for the remuneration payment for the Board of Directors and the Supervisory Board for 2024, and the payment plan for 2025.

Content 8. Proposal for the approval of the selection of the auditing firm for the financial statements of 2025.

Content 9. Proposal regarding the addition of business sectors for the Company.

Content 10. Proposal to authorize the Board of Directors to approve other matters within the authority of the General Meeting of Shareholders.

The program was approved by the General Meeting of Shareholders with a ratio of% of the total voting shares participating in the meeting.

V. CONTENTS OF THE REPORT AND PRESENTATION

1. The congress heard Mr. La Anh Tuan - Chairman of the congress present the following contents:

- Report on the activities of the Board of Directors for 2024 and the plan for 2025.

2. The congress heard Ms. Cao Thi Hien present the content:

- Report on the activities of the Supervisory Board for 2024 and the plan for 2025.

3. The congress heard Mrs. Vu Thi Ly present the following content:

- Proposal to approve the audited financial report for the year 2024.

- Proposal regarding the allocation of the development investment fund for dividend distribution in 2024.

- Proposal for the profit distribution plan for 2024 and the profit distribution plan for 2025.

- Proposal for the business plan for 2025.

- Proposal for the remuneration payment for 2024 and the payment plan for 2025 for the Board of Directors and the Supervisory Board.

- Proposal for the selection of the auditing firm for the financial statements in 2025.

- Proposal for the addition of business sectors for the Company.

- Proposal to authorize the Board of Directors to approve other matters within the authority of the General Meeting of Shareholders.

VI. DISCUSSION AND SHAREHOLDER OPINIONS

The presidium and the General Meeting listened to the opinions of the shareholders and discussed the contents of the reports and proposals presented at the meeting. The meeting agreed on the presented contents and explanations, with no further comments.

VII. VOTING RESULTS:

At the time of the voting count on

Total number of ballots issued: ballots, representing shares with voting rights.



**THANH HOA - SONG DA JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

VOTING BALLOT

DELEGATE CODE:

Shareholder's full name:

Number of shares owned:..... shares

The number of shares received by proxy.: shares

Total number of represented shares: shares

(Delegates mark the box for their preferred opinion on each voting item.)

Content	Agree	Disagree	No comments.
Content 01: Through the report on the activities of the Board of Directors for the year 2024 and the plan for the year 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 02: Through the activity report of the Supervisory Board for 2024 and the plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 03: Through the audited financial report for the year 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 04: Through the allocation of the Development Investment Fund to distribute dividends for the year 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 05: Through the profit distribution plan for 2024, the profit distribution plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 06: Through the 2025 Business Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 07: Through the payment of remuneration for the Board of Directors and the Supervisory Board in 2024, the payment plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 08: Through the selection of the auditing unit for the financial statements of 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 09: Through the addition of the company's business sectors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 10: Through the delegation of authority, the Board of Directors approves other matters within the jurisdiction of the General Meeting of Shareholders.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Instructions: Delegates vote by selecting ONE of the options: In favor, Against, No opinion for each voting item.

Date Month Year 2025

DELEGATE

(sign and write your full name)



**THANH HOA - SONG DA JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

VOTING CARD

VOTING CARD:.....

Full name of the Delegate :

Number of shares owned :..... shares

The number of shares received by proxy. : shares

Total number of voting shares :..... shares