

Sa Dec City, March 18, 2025

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

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

1.1 Assessment of the Company's operation in 2024

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

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

Business results in 2024 with the following main indicators:

1.1 Report on business and financial indicators:

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

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

Assess:

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

1.2 Evaluation of the company's activities in 2024

1.2.1. Production Activities:

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

1.2.2. Business Activities:

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

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

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

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

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

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

1.4 Other results:

Achievements and titles:

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

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

2.1 Board of Directors meetings:

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

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

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

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

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

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

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

II. OPERATIONAL ORIENTATION 2025

1. Assessment of the situation in 2025:

1.1 Advantageous:

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

1.2 Difficult:

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

2. Business Plan in 2025:

2.1 Business plan targets in 2025:

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

3. Operational Orientation:

3.1 Regarding business and financial activities:

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

3.2 Regarding production and research activities:

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

CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYỄN VĂN KIÊM

Dong Thap, April 01, 2025



REPORT ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

Pursuant to the functions, rights, and obligations of the Supervisory Board under the Law on Enterprises 2020, the Charter of Sa Giang Import Export Corporation (the Company), and based on the practical inspection and supervision of the Company's business operations, the Supervisory Board (SB) respectfully reports to the General Meeting of Shareholders on the SB's activities in 2024 as follows:

I. RESULTS OF SUPERVISORY BOARD ACTIVITIES IN 2024

1. Activities of the Supervisory Board (SB):

- The SB consists of 03 members as follows:
 - + Ms. Ha Thi Phuong Thuy Hong Nhung: Head of the SB.
 - + Mr. Pham Thanh Tung: SB Member.
 - + Mr. Nguyen Trong Liem: SB Member.
- The SB has performed its roles and duties, focusing on inspecting and supervising the Company's activities, specifically:
 - + Supervised the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors (BOD).
 - + Oversaw the governance and management activities of the BOD and Executive Board.
 - + Monitored the Company's financial activities, coordinated with the independent audit firm to review the interim and annual Financial Statements, aiming to assess the truthfulness and reasonableness of financial data according to regulations.
 - + Evaluated the legality, rationality, and prudence in financial management, investment, business planning, and directly consulted with functional departments to identify risks or shortcomings.
 - + Periodically audited compliance with the Company's procurement management.
 - + Periodically audited compliance with the Company's inventory management.
 - + Audited the payroll segment for the production workforce.
 - + Participated in year-end inventory observation for 2024.
- The SB was given favorable conditions to regularly attend meetings of the BOD and Executive Board, providing recommendations on matters related to the Company's operations.
- In 2024, the SB did not receive any complaints from shareholders regarding the Company's operations or the management by the BOD and Executive Board.
- Recommendation: The BOD and Executive Board should continue improving the internal control system to ensure the Company's processes and regulations are tightly



managed, comprehensively updated, and actively support the overall operational supervision.

2. Results of supervision over BOD and Executive Board activities:

The BOD and Executive Board operated in accordance with their roles and duties as prescribed by the Law on Enterprises and the Company Charter, closely following GMS resolutions. The BOD held regular meetings to propose strategies, directions, and made important decisions regarding market development, new factory investment, stable production maintenance, aiming at high business efficiency.

3. Results of implementing the Resolution of AGM:

3.1 Business Results

In 2024, the Company maintained stable operations and achieved positive business performance, specifically:

No	Indicator	Unit	Actual 2023	Plan 2024	Actual 2024	% vs Plan 2024 (%)	YoY
1	Net Revenue	VND bil.	454,70	800,00	707,53	88%	156%
2	Profit Before Tax	VND bil.	61,81	97,00	119,26	123%	193%
3	Basic Earnings per Share	VND/ share	7.197	11.193	14.019	125%	195%

- Net revenue reached VND 707.53 billion, equivalent to 88% of the target and 156% compared to the same period in 2023. Profit before tax reached VND 119.26 billion, achieving 123% of the target and 193% year-on-year.
- In 2024, the sales volume of rice-based products and shrimp crackers increased, leading to a rise in revenue for both domestic and export markets.

3.2 Financial Position:

The 2024 Financial Statements were audited by PwC (Vietnam) in accordance with Vietnamese Auditing Standards. As concluded in the audit report, the Company's financial statements fairly and reasonably reflect, in all material respects, its financial position in accordance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime. The SB concurs with the audited 2024 Financial Statements of the Company.

II. ORIENTATIONS FOR SB ACTIVITIES IN 2025

- Supervise the implementation of annual and term GMS resolutions by the BOD and Executive Board. Verify the rationality, legality, truthfulness, and prudence in managing and operating Company activities.
- Develop and implement control plans in 2025, based on identifying and assessing risks at the Company.

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- Periodically evaluate compliance and the effectiveness of internal processes, propose corrective solutions and process improvements to ensure safer and more efficient Company operations.
- Carry out other tasks as requested by shareholders..

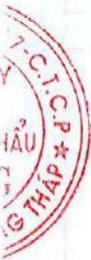
This report by the Supervisory Board on the operations of the Company, BOD, and Executive Board in 2024 is respectfully submitted to the shareholders at the 2025 Annual General Meeting of Sa Giang Import Export Corporation.

Respectfully.

ON BEHALF OF THE SUPERVISORY BOARD
Head of the Supervisory Board



Hà Thị Phương Thủy Hồng Nhung



No. 01/2025/TTr.HDQT

Sa Dec City, March 18, 2025

REPORT

Regarding the approval of the audited 2024 Financial Statements

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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

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

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

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

CHAIRMAN OF THE BOARD OF DIRECTORS



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NGUYỄN VĂN KIỆM

No. 02/2025/TTr.HDQT

Sa Dec City, March 18, 2025

REPORT

Regarding the approval of the profit distribution plan in 2024

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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

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

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

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

CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYỄN VĂN KIÊM

No. 03/2025/TTr.HDQT

Sa Dec City, March 18, 2025

REPORT

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

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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

1. Business plan targets in 2025:

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

2. Investment plan in 2025:

2.1 Results of implementation of the investment plan in 2024:

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

2.2 Investment plan in 2025

- New investment plan in 2025: VND 150.7 billion.

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

CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYỄN VĂN KIÊM

No. 04/2025/TTr.HDQT

Sa Dec City, March 18, 2025

REPORT

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

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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

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

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

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

CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYỄN VĂN KIỆM

No: 05/2025/TTr.HĐQT

Sa Dec City, March 18, 2025

REPORT

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

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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

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

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

CHAIRMAN OF BOARD OF DIRECTORS



NGUYỄN VĂN KIÊM

No: 06/2025/TTr.HĐQT

Tp Sa Đéc, ngày 18 tháng 03 năm 2025

REPORT

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

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

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

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

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

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

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

CHAIRMAN OF THE BOARD OF DIRECTORS



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NGUYỄN VĂN KIÊM

REGULATION
EXECUTIVE MANAGEMENT BONUS
SA GIANG IMPORT EXPORT CORPORATION

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

APPLICATION PERIOD: 2025

I. DEFINITION AND SOURCE OF FUNDS

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

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

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

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

II. CONDITIONS FOR APPLICATION

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

III. SUBJECTS OF APPLICATION

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

IV. ENFORCEMENT EFFECT

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

CHAIRMAN OF THE BOARD OF DIRECTORS



NGUYỄN VĂN KIÊM