

Appendix I

*(Issued with the Decision No. 21/QĐ-SGDVN on 21/12/2021 of the CEO of Vietnam
Exchange on the Information Disclosure Regulation of Vietnam Exchange)*

**SONADEZI CORPORATION
INDUSTRIAL URBAN DEVELOPMENT
JOINT STOCK COMPANY NO.2**

**THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 112/CV-D2D-TCHC

Dong Nai, April 17th, 2025

CHANGE IN PERSONNEL

To:

- **Vietnam Exchange**
- **Hochiminh Stock Exchange**

Based on Resolution of the 2025 Annual general meeting of shareholders No. 01/NQ-D2D-DHDCD dated April 16, 2025 of Industrial Urban Development Joint Stock Company No.2 (D2D), we would like to announce the change in personnel of D2D, as follows:

In case of appointment:

1. - Ms: Tran Thi Kim Thu
 - Former position in the organization: Member of the Board of Directors, Vice General Director
 - Newly appointed position: Chairwoman of the Board of Directors, Vice General Director
 - Term: IV (2021-2026)
 - Effective date: Since April 16, 2025.
2. - Ms.: Pham Thi Hong
 - Former position in the organization: None
 - Newly appointed position: Member of the Board of Directors
 - Term: IV (2021-2026)
 - Effective date: Since April 16, 2025.

In case of dismissal:

1. - Mr.: Ha Quan Dung.
 - Dismissed position: Chairman of the Board of Directors.
 - Reason: Based on the Resolution No. 72/QĐ-SNZ-NS dated March 24, 2025 of Sonadezi Corporation (holding 57.86% of the charter capital).
 - Effective date: Since April 16, 2025.



This information was published on the company's website on April 17th, 2025 as in the link <http://www.d2d.com.vn>.

Organization representative
LEGAL REPRESENTATIVE
GENERAL DIRECTOR

Attached documents:

- Resolution of 2025 Annual general meeting of shareholders.



Ho Đức Thanh





SONADEZI CORPORATION
INDUSTRIAL URBAN DEVELOPMENT JOINT STOCK COMPANY NO.2

Address: No. 47, D9 Road, Vo Thi Sau Residential Area, Thong Nhat Quarter, Bien Hoa City, Dong Nai
Telephone: 84.251.3817 742 Fax: 84.251.3817 768
Email: d2d@d2d.com.vn Website: <http://www.d2d.com.vn>

No.: 01/NQ-D2D-DHDCD

Dong Nai, April 16th, 2025

RESOLUTION
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
INDUSTRIAL URBAN DEVELOPMENT JOINT STOCK COMPANY NO.2

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on 2020-06-17;

Pursuant to the Charter of No.2 Industrial Urban Development Joint Stock Company approved by the General Meeting of Shareholders on 2023-04-26;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/BB-D2D-DHDCD dated 2025-04-16 of D2D Company,

The 2025 Annual General Meeting of Shareholders of No. 2 Industrial Urban Development Joint Stock Company (D2D) has agreed:

RESOLVES

1. Approving the " Report of the Board of Directors and General Director on the business performance in 2024 and the Plan for 2025; Assessment report on the Activities of the Board of Directors of the Board of Directors independent member for 2024; Audited financial statements for 2024; Report on the Activities of the Board of Supervisors for 2024" of D2D Company with the following main targets:

1.1. Business Performance in 2024:

Unit: Million VND

No.	Items	Plan	Actual	Percentage actual(%)
1	Total Revenue	369,016	349,259	94.65
2	Profit before tax	55,704	110,701	198.73
3	Profit after tax	44,500	88,209	198.22
4	State Budget Contribution	16,100	69,107	429.24
5	Construction investment fund	315,612	119,793	37.96

1.2. Business Plan for 2025:*Unit: Million VND*

No.	Items	Plan 2025
1	Total Revenue	664,810
2	Profit before tax	218,565
3	Profit after tax	175,945
4	State Budget Contribution	58,729
5	Construction investment fund	547,310

2. Approving the "Dividend payment for 2024":

Allocate accumulated undistributed profit after tax up to 2024 to pay 2024 dividends in cash at a rate of 84% of the par value (8,400 VND/share) and a total payment value of 254,181,832,800 VND (In words: Two hundred and fifty-four billion one hundred and eighty-one million eight hundred and thirty-two thousand eight hundred VND).

3. Approving the "Profit Distribution and Funds Allocation in 2024":

Profits are distributed and allocated to funds in 2024 as follows:

1. Total profit before tax: 110,701,283,890 VND
2. Current Corporate Income Tax Expense: (22,640,949,515 VND)
3. Deferred Corporate Income Tax Expense: (148,888,369 VND)
4. Profit after tax (PAT): 88,209,222,744 VND
5. Allocation to funds (31.76% of PAT): 28,015,687,000 VND, including:
 - a. *Investment and development fund (15% of PAT): 13,231,383,000 VND*
 - b. *Reward and welfare funds (16.76% of PAT): 14,784,304,000 VND, in which:*
 - Reward and welfare fund for employees: 12,850,000,000 VND

(Employee reward and welfare fund implemented in 2024 are determined based on the 2024 production-business results and Circular 28/2016/TT-BLDTBXH: 06 months of average salary implemented).

- Management reward fund: 652,212,000 VND

(The 2024 performance bonus fund for managers is determined based on the 2024 production-business results and according to Circular 28/2016/TT-BLDTBXH: 1.5 months of average implemented salary).

- Stakeholder bonus fund: 400,000,000 VND
- Community social work fund (1% PAT): 882,092,000 VND

6. Remaining profit in 2024 after allocating to funds: 60,193,535,744 VND

7. Accumulated retained earnings up to 2023 carried forward: 196,514,689,209 VND

8. Accumulated profit up to 2024: 256,708,224,953 VND

9. Dividend payment in 2024 (84% of par value): 254,181,832,800 VND

10. Remaining profit carried forward to 2025: 2,526,392,153 VND.

4. Approving the "Selection of the audit firm for the 2025 financial statements":

The General Meeting of Shareholders assigns the Board of Directors to review and select one of the following three audit companies to audit the 2025 financial statements of Industrial Urban Development Joint Stock Company No. 2:

1. RSM Vietnam Auditing and Consulting Co., Ltd.
2. A&C Auditing and Consulting Co., Ltd.
3. VACO Auditing Co., Ltd.

5. Approving the "Planned dividend payment level for 2025 and expected profit distribution - Fund allocation in 2025":

A. Planned dividend payment for 2025 at a rate of 46% of par value (4,600 VND/share).

B. Proposed profit distribution and fund allocation for 2025:

1. Profit after tax (PAT): 175,945,000,000 VND
2. Fund allocation (22.19% of PAT): 39,050,335,000 VND, including:
 - a. *Investment and development fund (15% of PAT): 26,391,750,000 VND*
 - b. *Bonus and welfare fund (7.19% of PAT): 12,658,585,000 VND.*

(The 2025 bonus and welfare fund for employees will be determined based on the 2025 production-business results and according to Government regulations).

Including:

- Bonus and welfare fund for employees: 10,572,103,000 VND.
 - Bonus fund for members of the Board of Directors and members of the Board of Supervisors: 486,482,000 VND
 - Bonus fund for individuals and units outside the enterprise who contribute to business activities: 400,000,000 VND.
 - Social charity fund: 1,200,000,000 VND.
3. Remaining profit in 2025 after fund allocation: 136,894,665,000 VND
 4. Accumulated retained earnings up to 2024 carried forward: 2,526,392,153 VND
 5. Accumulated profit up to 2025: 139,421,057,153 VND
 6. Dividend payment in 2025 (46% of par value): 139,194,813,200 VND
 7. Remaining profit carried forward to 2026: 226,243,953 VND.

6. Approving the "Full-time salaries and remuneration in 2024 for Board of Directors members, Board of Supervisors members, and the Secretary of the Board of Directors":

- Total full-time remuneration for the year 2024 for the Head of the Board of Supervisors is 686,205,000 VND (average salary is 57,183,750 VND/month).

- Total fees for the year 2024 for the Board of Directors and Board of Supervisors are 1,399,680,000 VND (including fees for the Chairman of 15,978,000 VND/month; Board of Directors members of 12,783,000 VND/month/person; and fees for Board of Supervisors members and the Secretary of the Board of Directors of 7,989,000 VND/month/person).

7. Approving the "Full-time salaries and remuneration in 2025 for Board of Directors members, Board of Supervisors members, and the Secretary of the Board of Directors":

- The full-time remuneration payable for the Head of the Board of Supervisors in 2025 is 40,000,000 VND/month. The total dedicated remuneration for 2025 will be determined based on the production and business results of 2025 and in accordance with Government regulations.

- Provisional fees payable in 2025 for the Chairman are 10,000,000 VND/month, and provisional fees payable in 2025 for Board Members, Supervisors, and the Secretary of the Board of Directors are 8,000,000 VND/month/person. The total fees for the Board of Directors members and Supervisors in 2025 will be determined based on the production and business results of 2025 and in accordance with Government regulations.

8. Approving the "Amendments and Supplements to the Company Charter":

- Amended and supplemented several contents of the Charter to align with the current situation and Law No. 03/2022/QH15 passed by the National Assembly on 2022-01-11 regarding amendments and supplements to several articles of the Law on Enterprises.

- The amended and supplemented Company Charter is attached.

9. Approving the "Amendments to the Internal Regulations on Corporate Governance":

- Amended several contents of the Internal Regulations on Corporate Governance due to inconsistencies with the Law on Enterprises.

- The amended Internal Regulations on Corporate Governance are attached.

10. Approving the "Amendments and Supplements to the Regulations on Operation of the Board of Directors":

- Amended and supplemented several contents of the Regulations on Operation of the Board of Directors in accordance with Law No. 03/2022/QH15 passed by the National Assembly on 2022-01-11 regarding amendments and supplements to several articles of the Law on Enterprises.

- The amended and supplemented Regulations on Operation of the Board of Directors are attached.

11. Approving the "Relieving of a member of the Board of Directors, Term IV (2021-2026)":

- Relieving Mr. Ha Quan Dung as a member of the Board of Directors and from the position of Chairman, Term IV (2021-2026), effective from 2025-04-16.

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12. Approving the "Appointment of a Member of the Board of Directors and the Chairman for Term IV (2021-2026)":

- Appointed a member to the Board of Directors, Term IV (2021-2026), as follows:

1. Ms. Pham Thi Hong

- The list of members of the Board of Directors, Term IV (2021-2026), after the appointment and assignment of duties, is as follows:

- | | |
|--------------------------|--|
| 1. Ms. Tran Thi Kim Thu | - Chairwoman of the Board of Directors |
| 2. Mr. Ho Duc Thanh | - Member of the Board of Directors |
| 3. Ms. Lai Thi Dai Trang | - Member of the Board of Directors |
| 4. Mr. Le Trong Duc | - Member of the Board of Directors |
| 5. Ms. Pham Thi Hong | - Member of the Board of Directors |
| 6. Mr. Nguyen The Phong | - Member of the Board of Directors |
| 7. Mr. Nguyen Van Luong | - Member of the Board of Directors. |

This Resolution has been fully adopted by the 2025 Annual General Meeting of Shareholders of Industrial Urban Development Joint Stock Company No. 2 (D2D) at the meeting held on 2025-04-16.

The 2025 Annual General Meeting of Shareholders assigns the Board of Directors of Industrial Urban Development Joint Stock Company No. 2 (D2D) to implement this Resolution based on its content.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



Tran Thi Kim Thu