

No: 01/2025/BB-ĐHĐCĐ

Can Tho, Jun 3, 2025

**MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
SADICO CAN THO JOINT STOCK COMPANY**

I. TIME AND VENUE

At 9:00 a.m. on June 3, 2025, at the head office of Sadico Can Tho Joint Stock Company, Enterprise Registration Number 1800155452, address at 366E CMT8 Street, Bui Huu Nghia Ward, Binh Thuy District, Can Tho City, the 2025 Annual General Meeting of Shareholders (hereinafter referred to as "GMS" or "General Meeting") of Sadico Can Tho Joint Stock Company (hereinafter referred to as "Company") took place.

II. PARTICIPANTS

* Shareholders attending the General Meeting;

* Board of Directors ("BOD"), including the following members:

- | | |
|----------------------|--------------------------------------|
| - Mr. Mai Cong Toan | - Chairman of the Board of Directors |
| - Mr. Do Huu Huong | - Member of the Board of Directors |
| - Mr. Nguyen Van Ngu | - Member of the Board of Directors |

* Supervisory Board ("BOS"): Mr. Vu Xuan Nguyen - Chairman of the Supervisory Board

* Board of Directors of the Company: Mr. Nguyen Van Cuong - Chief Executive Officer

**III. REPORT ON CHECKING THE QUALITY OF SHAREHOLDERS
ATTENDING THE GENERAL MEETING**

1. Mr. Trinh Xuan Thao - on behalf of the Organizing Committee of the General Meeting, announced the reason and introduced the delegates attending.
2. Mr. Tran Minh Si - Head of the Shareholders' Qualification Committee read the Minutes of checking the qualifications of shareholders attending the General Meeting before the opening time (Minutes of checking the qualifications of shareholders made on June 3, 2025):

The results are as follows:

- Total number of shareholders summoned: All shareholders are determined according to the List of shareholders finalized by the Vietnam Securities Depository and Clearing Corporation, Ho Chi Minh City Branch (CNVSDC) on April 25, 2025. ✓

- Total number of shareholders attending: 02 representatives, owning and representing a total of 9,989,235 voting shares, accounting for 98.5132% of the total voting shares of the Company. Of which:

Thus, according to the provisions of the Enterprise Law and the Company Charter, the 2025 Annual General Meeting of Shareholders of Sadico Can Tho Joint Stock Company is valid, legal and meets the conditions for holding the 2025 Annual General Meeting of Shareholders.

IV. AGENDA AND CONTENT OF THE MEETING

1. Introduction of the Chairman and the Presidium

- Mr. Trinh Xuan Thao, on behalf of the Organizing Committee of the Meeting, introduced the chairman and presidium of the general meeting:

- + Mr. Mai Cong Toan - Position: Chairman of the Board of Directors - Chairman
- + Mr. Do Huu Huong - Position: Member of the Board of Directors - Member of the Presidium

The Congress approved the composition of the Presidium by raising the Voting Card. Voting results.

Voting results :

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting
No comments	0 votes	0% of voting shares attending the General Meeting

The Congress voted to approve the composition of the Presidium with 100% of voting shares in favor.

2. Election of the GMS Secretariat

Mr. Mai Cong Toan – Chairman of the GMS, appointed the Secretariat consisting of the following people:

- Ms. Vu Thi Nga – Head
- Ms. Huynh Thi Hanh Phuc – Member

The Congress approved the composition of the Secretariat by raising the Voting Card.

Voting results:

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting

No comments	0 votes	0% of voting shares attending the General Meeting
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The GMS voted to approve the composition of the Secretariat with 100% of the voting shares in favor.

The Secretariat received and performed its duties at the GMS.

3. Approval of the GMS Organization Regulations, approval of the GMS Agenda and members of the Ballot Counting Committee

3.1. Election of members of the Ballot Counting Committee

The Chairman introduced the members of the Ballot Counting Committee for the GMS to vote and approve, including the following gentlemen and ladies:

No.	Name	Position
1.	Mr. Tran Minh Si	Head
2.	Ms. Banh Ngoc Thuy Vi	Member
3.	Ms. Le Ngoc Huyen	Member

Shareholders who do not run for election, nominate additional candidates and do not object to the list of candidates for the Ballot Counting Committee nominated by the Chairman. The Congress approves the composition of the Ballot Counting Committee by raising Voting Cards.

Voting results:

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting
No comments	0 votes	0% of voting shares attending the General Meeting

The GMS voted to approve the composition of the Ballot Counting Committee with 100% of voting shares in favor.

3.2. Approval of the GMS Organization Regulations

The voting to approve the GMS Organization and Operation Regulations is carried out by raising the Voting Card.

Voting results:

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting

No comments	0 votes	0% of voting shares attending the General Meeting
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The GMS voted to approve the GMS Organization and Operation Regulations with 100% of voting shares in favor.

3.3. Approval of the Agenda of the General Meeting

Mr. Mai Cong Toan - Chairman - proposed to add to the agenda of the Congress as following:

On May 28, 2025, the Board of Directors of Sadico Can Tho Joint Stock Company received a written opinion from major shareholder Ms. Pham Thi Thuy regarding the Company's decision not to participate in the additional capital contribution to Tay Do Cement Joint Stock Company. At the same time, she proposed transferring the pre-emptive rights to purchase shares to the Company's management personnel holding positions from Deputy Director and above (attached list), with a total of 3,880,350 shares.

Ms. Thuy's proposal complies with the Enterprise Law and the Company's Charter. Based on this, the Board of Directors submitted Proposal No. 07/TTr/HĐQT dated June 2, 2025, regarding the transfer of the right to purchase shares in Tay Do Cement Joint Stock Company to Sadico Can Tho JSC's managerial staff.

The General Meeting of Shareholders voted by raising voting cards with the following voting results:

Voting results

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting
No comments	0 votes	0% of voting shares attending the General Meeting

This content is added to the agenda of the 2025 Annual General Meeting of Shareholders.

The Congress voted on the draft contents to be included in the agenda of the General Meeting of Shareholders sent to Shareholders by voting card with the following results:

No.	Contents approved	Approval rate (%)
1.	Report on the Board of Directors' activities in 2024 and the 2025 operation plan	100%
2.	Report on the results of production and business activities in 2024 and the 2025 plan	100%
3.	Report on the activities of the Board of Supervisors in 2024 and the 2025 operation plan	100%

No.	Contents approved	Approval rate (%)
4.	Submission No. 01/2025/TTr-HĐQT dated June 2, 2025 on the approval of the audited consolidated and separated financial statements in 2024	100%
5.	Submission No. 02/2025/TTr-HĐQT dated June 2, 2025 on the approval of the allocation of funds and profit distribution in 2024	100%
6.	Submission No. 03/2025/TTr-HĐQT dated June 2, 2025 on the approval of the production and business plan and the profit distribution plan for the year of 2025	100%
7.	Submission No. 04/2025/TTr-HĐQT dated June 2, 2025 on approving the remuneration of the Board of Directors and the Supervisory Board in 2024, the remuneration plan of the Board of Directors and the Board of Supervisors in 2025	100%
8.	Submission No. 05/2025/TTr-HĐQT dated June 2, 2025 on approving the selection of the auditing firm for the 2025 Financial Statements	100%
9.	Submission No. 06/2025/TTr-HĐQT dated June 2, 2025 on not purchasing shares offered to existing shareholders to increase the charter capital of Tay Do Cement Joint Stock Company.	0%

Based on the voting results, eight items were approved to be included in the General Meeting agenda, numbered from 01 to 08.

However, Item 09 — Proposal No. 06/2025/TTr-HĐQT dated June 2, 2025, regarding the decision not to purchase shares offered to existing shareholders of Tay Do Cement Joint Stock Company — was not approved for inclusion in the meeting agenda, as it received 0% approval.

The contents included in the agenda of the General Meeting of Shareholders for approval by voting are as follows:

- Report on the Board of Directors' activities in 2024 and the 2025 operation plan
- Report on the results of production and business activities in 2024 and the 2025 plan
- Report on the activities of the Board of Supervisors in 2024 and the 2025 operation plan
- Submission No. 01/2025/TTr-HĐQT dated June 2, 2025 on the approval of the audited consolidated and separated financial statements in 2024
- Submission No. 02/2025/TTr-HĐQT dated June 2, 2025 on the approval of the allocation of funds and profit distribution in 2024
- Submission No. 03/2025/TTr-HĐQT dated June 2, 2025 on the approval of the production and business plan and the profit distribution plan for the year of 2025
- Submission No. 04/2025/TTr-HĐQT dated June 2, 2025 on approving the remuneration of the Board of Directors and the Board of Supervisors in 2024, the remuneration plan of the Board of Directors and the Board of Supervisors in 2025
- Submission No. 05/2025/TTr-HĐQT dated June 2, 2025 on approving the selection of the auditing firm for the 2025 Financial Statements
- Submission No. 07/2025/TTr-HĐQT dated June 2, 2025 on not purchasing shares offered to existing shareholders to increase the charter capital of Tay Do Cement Joint Stock Company and transfer the share purchase rights to management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement.

4. Presentation of reports and proposals at GMS:

At the Congress, the Presidium, the Supervisory Board, and the Board of Directors presented the following Reports and Proposals:

- Report on the Board of Directors' activities in 2024 and the 2025 operation plan
- Report on the results of production and business activities in 2024 and the 2025 plan
- Report on the activities of the Board of Supervisors in 2024 and the 2025 operation plan
- Submission No. 01/2025/TTr-HĐQT dated June 2, 2025 on the approval of the audited consolidated and separated financial statements in 2024
- Submission No. 02/2025/TTr-HĐQT dated June 2, 2025 on the approval of the allocation of funds and profit distribution in 2024
- Submission No. 03/2025/TTr-HĐQT dated June 2, 2025 on the approval of the production and business plan and the profit distribution plan for the year of 2025
- Submission No. 04/2025/TTr-HĐQT dated June 2, 2025 on approving the remuneration of the Board of Directors and the Board of Supervisors in 2024, the remuneration plan of the Board of Directors and the Board of Supervisors in 2025
- Submission No. 05/2025/TTr-HĐQT dated June 2, 2025 on approving the selection of the auditing firm for the 2025 Financial Statements
- Submission No. 07/2025/TTr-HĐQT dated June 2, 2025 on not purchasing shares offered to existing shareholders to increase the charter capital of Tay Do Cement Joint Stock Company and transfer the share purchase rights to management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement.

5. Discussions at the General Meeting

Mr. Mai Cong Toan discussed with shareholders attending the Congress about the results of production and business activities in 2024 and the production and business plan in 2025 so that shareholders could clearly understand the current situation of production and business activities as well as the results for everyone to understand. At the same time, he shared, encouraged and motivated the officers and employees of Sadico Can Tho Joint Stock Company to strive to focus on 2025 to achieve the expected results.

6. Voting to approve reports and proposals at the General Meeting

The Head of the Ballot Counting Committee instructed shareholders to vote to approve the contents submitted to the General Meeting.

The General Meeting of Shareholders conducted a secret ballot to vote to approve all reports and proposals of the Board of Directors at the General Meeting by ballot. The voting results were as follows:

- *Total number of ballots issued: 04 ballots, equivalent to 9,989,235 voting shares.*
- *Total number of ballots collected: 04 ballots, equivalent to 9,989,235 voting shares.*

Content 1: Report on the Board of Directors' activities in 2024 and the 2025 operation plan.

Voting results on the content:

- ✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*
- ✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*

- ✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the Board of Directors' 2024 Operational Report and the 2025 Operational Plan with 100% of voting shares in favor.

Content 2: Report on the results of production and business activities in 2024 and the plan for 2025.

Voting results:

- ✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*
- ✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*
- ✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the Report on production and business results in 2024 and the plan for 2025 with 100% of voting shares in favor.

Content 3: Report on the Board of Supervisors' activities in 2024 and the 2025 operation plan.

Voting results:

- ✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*
- ✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*
- ✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the 2024 Supervisory Board's Operation Report and the 2025 Operation Plan with 100% of voting shares in favor.

Content 4: Submission No. 01/2025/TTr-HĐQT dated June 2, 2025 on the approval of the audited consolidated and separated financial statements in 2024.

Voting results on the content:

- ✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*
- ✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*
- ✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the Parent Company's Financial Statements and the Audited Consolidated Financial Statements for 2024 with 100% of voting shares in favor.

Content 5: Submission No. 02/2025/TTr-HĐQT dated June 2, 2025 on the approval of the allocation of funds and profit distribution in 2024.

Voting results:

- ✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*
- ✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*
- ✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the Submission to approve the establishment of funds and profit distribution in 2024 with 100% of voting shares in favor.

Content 6: Submission No. 03/2025/TTr-HĐQT dated June 2, 2025 on the approval of the production and business plan and the profit distribution plan for the year of 2025;

Voting results:

- ✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*
- ✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*
- ✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*
- ✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the 2025 production and business plan and profit distribution plan with 100% of voting shares in favor.

Content 7: Submission No. 04/2025/TTr-HĐQT dated June 2, 2025 on approving the remuneration of the Board of Directors and the Board of Supervisors in 2024, the remuneration plan of the Board of Directors and the Board of Supervisors in 2025.

Voting results:

✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*

✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*

✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*

✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the Submission on remuneration of the Board of Directors and the Board of Supervisors in 2024, the remuneration plan of the Board of Directors and the Board of Supervisors in 2025 with 100% of voting shares in favor.

Content 8: Submission No. 05/2025/TTr-HĐQT dated June 2, 2025 on approving the selection of the auditing firm for the 2025 Financial Statements.

Voting results:

✚ *Total number of valid votes: 04 votes, equivalent to 9,989,235 voting shares.*

✚ *Total number of invalid votes: 0 votes, equivalent to 0 voting shares.*

✚ *Number of votes in favor: 04 votes, equivalent to 9,989,235 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.*

✚ *Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

✚ *Number of votes with no opinion: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.*

The Congress voted to approve the content of the Submission for selecting an auditing firm for the 2025 Financial Statements with 100% of voting shares in favor and assigned the Chairman of the Board of Directors to select an auditing firm.

Content 9: Submission No. 07/2025/TTr-HĐQT dated June 2, 2025 on not purchasing shares offered to existing shareholders to increase the charter capital

of Tay Do Cement Joint Stock Company and transfer the share purchase rights to management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement.

Voting results:

- ✚ Total number of valid votes: 04 votes, equivalent to 9,986,095 voting shares.
- ✚ Total number of invalid votes: 0 votes, equivalent to 0 voting shares.
- ✚ Number of votes in favor: 04 votes, equivalent to 9,986,095 shares, accounting for 100% of the total votes of shareholders attending the General Meeting.
- ✚ Number of votes against: 0 votes, equivalent to 0 shares, accounting for 0% of the total votes of shareholders attending the General Meeting.
- ✚ Number of abstentions: 0 votes, equivalent to 0 shares, accounting for 0% of the total number of votes of shareholders attending the Meeting.

The Congress voted to approve the content of the Submission on not purchasing shares offered to existing shareholders to increase the charter capital of Tay Do Cement Joint Stock Company and transferring the right to purchase shares to the management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement with the approval rate of 100% of the voting shares attending the Congress.

V. ISSUES PASSED BY THE GMS

Based on the above voting results, pursuant to the Regulations on the organization of the Congress, the following issues were approved:

No	Issues passed	Approval rate (%)
1.	Report on the Board of Directors' activities in 2024 and the 2025 operation plan	100%
2.	Report on the results of production and business activities in 2024 and the 2025 plan	100%
3.	Report on the activities of the Board of Supervisors in 2024 and the 2025 operation plan	100%
4.	Submission No. 01/2025/TTr-HĐQT dated June 2, 2025 on the approval of the audited consolidated and separated financial statements in 2024	100%
5.	Submission No. 02/2025/TTr-HĐQT dated June 2, 2025 on the approval of the allocation of funds and profit distribution in 2024	100%
6.	Submission No. 03/2025/TTr-HĐQT dated June 2, 2025 on the approval of the production and business plan and the profit distribution plan for the year of 2025	100%
7.	Submission No. 04/2025/TTr-HĐQT dated June 2, 2025 on approving the remuneration of the Board of Directors and the Board of Supervisors in 2024, the remuneration plan of the Board of Directors and the Board of Supervisors in 2025	100%

No	Issues passed	Approval rate (%)
8.	Submission No. 05/2025/TTr-HĐQT dated June 2, 2025 on approving the selection of the auditing firm for the 2025 Financial Statements	100%
9.	Submission No. 07/2025/TTr-HĐQT dated June 2, 2025 on not purchasing shares offered to existing shareholders to increase the charter capital of Tay Do Cement Joint Stock Company and transfer the share purchase rights to management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement.	100%

VI. APPROVING RESOLUTIONS, MINUTES AND CLOSING THE GENERAL MEETING

Ms. Vu Thi Nga - Head of the Secretariat read the draft Minutes of the meeting and the draft Resolution of the General Meeting of Shareholders. The General Meeting approved the Minutes of the meeting and the Resolution of the General Meeting of Shareholders by raising the Voting Card.

1. Approving the Minutes of the General Meeting:

Voting results:

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting
No comments	0 votes	0% of voting shares attending the General Meeting

The GMS approved the Minutes of the GMS with 100% of voting shares in favor.

2.1 Approval of Resolution No. 01/2025/ĐHĐCĐ dated June 3, 2025.

Voting results:

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting
No comments	0 votes	0% of voting shares attending the General Meeting

The GMS passed Resolution No. 01/2025/ĐHĐCĐ dated June 3, 2025 with 100% of voting shares in favor.

2.2 Approval of Resolution No. 02/2025/ĐHĐCĐ dated June 3, 2025.

Voting results:

Agree	9,989,235 votes	100% of voting shares attending the General Meeting
Disagree	0 votes	0% of voting shares attending the General Meeting
No comments	0 votes	0% of voting shares attending the General Meeting

The General Meeting passed Resolution No. 02/2025/ĐHĐCĐ dated June 3, 2025 with 100% of the voting shares in favor.

This Minutes was fully and honestly recorded by the Secretary of the General Meeting, read to the entire General Meeting and unanimously approved by 100% of the shareholders attending the General Meeting.

This Minutes of the meeting was made into 04 (four) copies in Vietnamese with 12 pages, having equal legal value.

The 2025 Annual General Meeting of Shareholders of the Company ended at 12:00 p.m. on the same day. The Chairman declared the closing of the General Meeting.

**ON BEHALF OF THE SECRETARIAT
HEAD**



Vũ Thị Nga

CHAIRMAN



Mai Cong Toan

**RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SADICO CAN THO JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Sadico Can Tho Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Sadico Can Tho Joint Stock Company dated June 3, 2025.

RESOLUTION:

- Article 1. Approval of the Board of Directors' 2024 Operational Report and the 2025 Operational Plan.
- Article 2. Approval of the 2024 Business Performance Report and the 2025 Operational Plan.
- Approval of the 2025 salary of the Chairman of the Board of Directors equal to 20 times the average salary of officers and employees in 2024
- Article 3. Approval of the Board of Supervisors' 2024 Operational Report and the 2025 Operational Plan.
- Article 4. Approval of the audited consolidated and separate financial statements for 2024 as per the content of Submission No.01/2025/TTr-HĐQT dated June 3, 2025 of the Board of Directors.
- Article 5. Approval of the allocation of funds and profit distribution for 2024 as per the content of Submission No.02/2025/TTr-HĐQT dated June 3, 2025 of the Board of Directors..
- Article 6. Approval of the production and business plan and profit distribution plan for 2025 as per the content of Submission No. 03/2025/TTr-HĐQT dated June 3, 2025 of the Board of Directors.
- Article 7. Approval of the remuneration of the Board of Directors and the Supervisory Board in 2024, the remuneration plan of the Board of Directors and the Supervisory Board in 2025 as per the content of Submission No.04/2025/TTr-HĐQT dated June 3, 2025 of the Board of Directors.
- Article 8. Approval of the selection of the auditing unit for the 2025 Financial Statements as per the content of Submission No. 05/2025/TTr-HĐQT dated June 3, 2025 of the Board of Directors and assign the Chairman of the Board of Directors to select the auditing firm.
- Article 9. Effectiveness

The Board of Directors, the Supervisory Board, the General Director and relevant persons are responsible for implementing this Resolution.

This Resolution takes effect from the date of signing.

Recipients:

- As per Article 09;
- Company shareholders, Website;
- State Securities Commission, HNX;
- Archive.

**ON BEHALF OF THE AGM
CHAIRMAN**



Mai Cong Toan

**RESOLUTION
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SADICO CAN THO JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Sadico Can Tho Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Sadico Can Tho Joint Stock Company dated June 3, 2025.

DECISIONS:

Article 1. Approval of submission number 07/2025/TTr-HĐQT dated 02/06/2025 on not purchasing shares offered to existing shareholders to increase the charter capital of Tay Do Cement Joint Stock Company and transfer of the right to purchase shares to the management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement Joint Stock Company.

Article 2. Effectiveness

The Board of Directors, the Board of Supervisors, the General Director and relevant persons are responsible for implementing this Resolution.

This Resolution takes effect from the date of signing..

Recipients:

- As per Article 02;
- Company shareholders, Website;
- State Securities Commission, HNX;
- Archive.

**ON BEHALF OF THE AGM
CHAIRMAN**



Mai Cong Toan

No.: 01/2025/TTr - HĐQT

Can Tho, Jun 02, 2025

SUBMISSION

**On the approval of the audited consolidated and separate financial
statements for 2024**

To: Annual General Meeting of Shareholders in 2025

In accordance with:

- Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and guiding documents for implementation;
- Law on Securities of the National Assembly of the Socialist Republic of Vietnam;
- Charter of Sadico Can Tho Joint Stock Company (**Charter**).

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the audited financial statements for 2024. Details are as follows:

The consolidated financial statements and separate financial statements for 2024 were prepared by A&C Auditing and Consulting Company Limited - Can Tho Branch in accordance with the standards and were announced by the Board of Directors of Sadico Can Tho Joint Stock Company on the stock exchange in accordance with regulations, including:

1. Report of the Board of Directors.
2. Independent Audit Report.
3. Balance sheet as of December 31, 2024.
4. Report on business performance from January 1, 2024 to December 31, 2024.
5. Cash flow statement from January 1, 2024 to December 31, 2024.
6. Notes to the financial statements for the accounting period from January 1, 2024 to December 31, 2024.

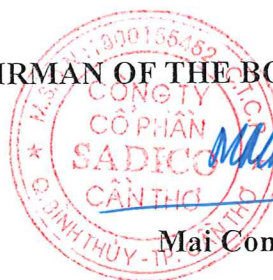
Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Sincerely!

Recipient:

- As above;
- Board of directors, Board of Supervisors;
- Board of Management;
- Archived by clerical department.

CHAIRMAN OF THE BOARD OF DIRECTORS



Mai Cong Toan

No.: 02/2025/TTr - HĐQT

Can Tho, Jun 02, 2025

SUBMISSION

Approval of the allocation of funds and distribution of profits in 2024

To: Annual General Meeting of Shareholders in 2025

In accordance with:

- Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and guiding documents for implementation;

- Law on Securities of the National Assembly of the Socialist Republic of Vietnam;

- Charter of Sadico Can Tho Joint Stock Company (**Charter**)

Based on the Resolution of the Annual General Meeting of Shareholders in 2024 and the results of production and business activities in 2024, the Board of Directors proposes to allocate funds and distribute profits after tax as follows:

Unit: VND

ITEMS	AGM		Results	
	PLAN			
	%	Amount	%	Amount
1- 2024 profit after tax		28,98		1,07
- Operating profit		16,34		-6,47
- Financial investment		12,64		7,54
2- Retained earnings		69,14		69,14
3- Undistributed profit		98,12		70,21
4- Distributed profit		25,42		10,94
- Dividend (%/chartered capital)	20%	20,28	10%	10,14
- BoD remuneration		0,60		0,44
- Supervisory board remuneration		0,24		0,24
- BoD Bonus (Operating profi after tax)	5%	0,82		0
- Investment & development fund (Profit after tax)	6%	1,74	6%	0,06
- Bonus & welfare fund (Profit after tax)	6%	1,74	6%	0,06
5- Undistributed profit		72,70		59,27

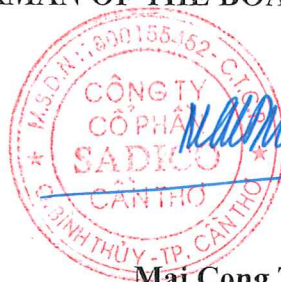
Respectfully submit to the General Meeting of Shareholders for consideration and approval.

Sincerely!

Receipt:

- As above;
- BOD, Board of Supervisors;
- Board of Management;
- Archived by clerical department.

CHAIRMAN OF THE BOARD OF DIRECTORS 



Mai Cong Toan

No.: 03/2025/TTr - HĐQT

Can Tho, Jun 02, 2025

SUBMISSION

On approval of the production and business plan and profit distribution plan for 2025

To: Annual General Meeting of Shareholders 2025

In accordance with:

- Enterprise Law of the National Assembly of the Socialist Republic of Vietnam and guiding documents for implementation;
- Securities Law of the National Assembly of the Socialist Republic of Vietnam;
- Charter of Sadico Can Tho Joint Stock Company (**Charter**).

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2025 production and business plan and the 2025 profit distribution plan with the following main targets:

1. Business plan for 2025

Consolidated financial statements:

Items	Unit	Value
Revenue	VND billion	1.504,81
Profit before tax	VND billion	19,27
Profit after tax	VND billion	17,85

Sadico financial statements::

Items	Unit	Value
Revenue	VND billion	263,46
Profit before tax	VND billion	25,05
Profit after tax	VND billion	22,45

2. 2025 After-tax Profit Distribution Plan

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 after-tax profit distribution plan with the following fund allocation rates and expected dividend payout ratios:

ITEMS		2025 TARGET	
		DVT	Sadico Consolidation
1- Output	Bags	80.545.000	56.425.000
	Tonnes		1.200.000
2- Revenue	VND billion	263,46	1.504,81
3- Profit before tax	VND billion	25,05	19,27
* <i>Operating profit</i>		12,98	
* <i>Financial investmetns</i>		12,07	
4- Profit after tax	VND billion	22,45	17,85
* <i>Operating profit</i>		10,38	
* <i>Financial investmetns</i>		12,07	
5- Dividend (%)		20%	
6- Remuneration			
* <i>BOD & Chief of Board of Supervisors</i>		10.000.000 VND/person/month	
* <i>Board of Supervisors members</i>		5.000.000 VND/person/month	
7- Bonus for Chairman of BOD		5% profit after tax (when the parent company completes the profit plan from production and business set forth by the General Meeting of Shareholders)	
8- Investment & development fund		6% profit after tax	
9- Bonus & welfare fund		6% profit after tax	

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

Sincerely!

Receipt:

- As above;
- BOD, Board of Supervisors;
- Board of Management;
- Archived by clerical department.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Mai Cong Toan

No.: 04/2025/TTr - H□QT

Can Tho, Jun 02, 2025

SUBMISSION

Regarding the approval of the remuneration of the Board of Directors and the Supervisory Board in 2024, the remuneration plan of the Board of Directors and the Supervisory Board in 2025

To: Annual General Meeting of Shareholders in 2025

To:

- Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and documents guiding its implementation;

- Law on Securities of the National Assembly of the Socialist Republic of Vietnam

- Charter of Sadico Can Tho Joint Stock Company (Charter).

- Based on the Company's 2024 business performance results and 2025 business plan,

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("GMS") for approval and proposes the remuneration levels for the members of the Board of Directors and the Supervisory Board ("BOS") of Sadico Can Tho Joint Stock Company as follows:

I. Finalization of monthly remuneration for members of the Board of Directors and the Supervisory Board in 2024:

Đơn vị tính: Đồng

No.	Item	Staff	Salary (VND/person/ month)	Total remuneration 2024	Total payout 2024
A	BOD				
1	Chairman	1	10.000.000	120.000.000	120.000.000
2	Member	4	10.000.000	480.000.000	480.000.000
B	BOS				
1	Chief	1	10.000.000	120.000.000	120.000.000
2	Member	2	5.000.000	120.000.000	120.000.000
C	Total			840.000.000	840.000.000

II. Proposed total remuneration for members of the Board of Directors and Supervisory Board in 2025:

No.	Item	Staff	Proposed salary (VND/person/ month)	Proposed total remuneration 2025
A	BOD			
1	Chairman	1	10.000.000	120.000.000
2	Member	2	10.000.000	240.000.000
B	BOS			
1	Chief	1	10.000.000	120.000.000
2	Member	2	5.000.000	120.000.000
C	Total			600.000.000

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

Sincerely!

Receipt:

- As above;
- BOD, Board of Supervisors;
- Board of Management;
- Archived by clerical department.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Mai Cong Toan

No. 05/2025/TTr - HĐQT

Can Tho, Jun 02, 2025

SUBMISSION

Regarding the approval of the selection of the auditing firm for the financial statements in 2025

To: Annual General Meeting of Shareholders in 2025

According to:

- The Law on Enterprises of the Socialist Republic of Vietnam and its related documents;
- The Law on Securities of the Socialist Republic of Vietnam;
- Charter of Sadico Can Tho Joint Stock Company (**Charter**).

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for consideration and approval the selection of the auditing firm for the 2025 financial statements.

The Board of Directors respectfully submits to the General Meeting of Shareholders to authorize the Chairman of the Board of Directors to select one of the auditing firms approved by the State Securities Commission to audit the listed companies based on the standards of commitment, professionalism, resources and costs.

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

Respect!

Recipient:

- As above;
- Board of Directors, Board of Supervisors;
- Board of Management;
- Archived by clerical department.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Mai Cong Toan

No. 07/2025/TTr – HĐQT

Can Tho, Jun 02, 2025

SUBMISSION

**Regarding the refusal the right to purchase shares offered to existing shareholders
to increase the charter capital of Tay Do Cement Joint Stock Company and transfer
the purchasing right to the management staff of Sadico Can Tho Joint Stock
Company at Tay Do Cement Joint Stock Company**

To: Annual General Meeting of Shareholders in 2025

According to:

- The Law on Enterprises of the Socialist Republic of Vietnam and its related documents;
- The Law on Securities of the Socialist Republic of Vietnam;
- Charter of Sadico Can Tho Joint Stock Company (**Charter**).
- According to the request dated May 26, 2025 of major shareholder Pham Thi Thuy regarding Sadico Can Tho Joint Stock Company not purchasing shares for existing shareholders at Tay Do Cement Joint Stock Company and requesting to transfer the purchasing right to the management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement Joint Stock Company

The Board of Directors of Sadico Can Tho Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the content of transferring the right to purchase shares to the management staff of Sadico Can Tho Joint Stock Company at Tay Do Cement Joint Stock Company as follows:

- People have priority to buy shares: staff holding positions from Deputy Director of the Company's units and above.

- Number of shares with preemptive rights: 3,880,350 shares.
- Transfer price for call option: 50 VND/preemptive right to buy 01 share.
- Total transfer value for call option: 194,017,500 VND

(In words: One hundred and ninety-four million, seventeen thousand and five hundred dong)

- Payment deadline for rights to purchase shares: From June 4, 2025 to June 9, 2025
- Closing date of the List of shareholders owning rights to purchase shares: June 10, 2025



List of staffs having right to buy shares of Tay Do Cement Joint Stock Company:

No.	Full name	Title	Registration number	Number of shares (Member: shares)	Notes
1	Nguyen Van Cuong	General Director	046063000259	1.000.000	
2	Vu Thi Nga	Deputy Director Of Finance	091189015399	180.350	
3	Banh Ngoc Thuy Vi	Deputy Director of Human resources	086193009884	100.000	
4	Tien Thi Toan	Deputy Director of Information and Communications	026172007863	100.000	
5	Tran Minh Si	Director of Production Center	092071002596	1.000.000	
6	Trinh Xuan Thao	Deputy Director of Production Center	040076011196	200.000	
7	Truong Tan Thanh	Deputy Director of Production Center	093078000241	100.000	
8	Nguyen Huu Tri	Deputy Director of Production Center	092085006998	100.000	
9	Tran Ngoc Cua	Deputy Director of Production Center	093083009592	200.000	
10	Dang Manh Hung	Director of quality control	025074000424	100.000	
11	Tran Vinh Tuong	Director of the Technical Center	093075009605	500.000	
12	Trinh Thanh Tuan	Deputy Director of the Technical Center	087082000008	300.000	
Total				3,880,350 (Shares)	

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval for the Management Board of Sadico Can Tho Joint Stock Company to purchase the number of shares according to the above list. The General Meeting of Shareholders assigns the Chairman of the Board of Directors to implement in accordance with the law.

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

Respect!

Recipient:

- As above;
- Board of Directors, Board of Supervisors;
- Board of Management;
- Archived by clerical department.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Mai Cong Toan

