

No.: 30/BC-DSL/2025

Son La, August 29, 2025

INFORMATION DISCLOSURE

To:

- The State Securities Commission;
- The Hanoi Stock Exchange;

- Organization Name: **Son La Sugar Joint Stock Company.**

- Stock symbol: SLS

- Address: Km 34 National Highway 6, Mai Son Commune, Son La Province

- Telephone: 02123 843274 - Fax: 02123 843406;

- Person responsible for information disclosure: **Mr. Tran Ngoc Hieu**

- Position: Standing Vice Chairman of the Board of Directors, General Director of Son La Sugar Joint Stock Company.

Type of information disclosure: ☒ Periodic; ☐ Extraordinary; ☐ 24h; ☐ upon request;

Content of disclosed information: Documents for the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company;

(Attached here with Resolution No. 28/HDQT/2025 issued on August 29, 2025, by the Board of Directors of Son La Sugar Joint Stock Company)

The documents for the 2025 Annual General Meeting of Shareholders have been published. These documents will be updated with any amendments or additions *(if any)* prior to the opening of the 2025 Annual General Meeting of Shareholders on the Company's website at: <https://miaduongsomla.vn>.

We hereby commit that the information disclosed above is true and accurate, and we take full legal responsibility for the content of the disclosed information.

Recipients:

- As addressed above;
- Announced on SLS Website;
- Archive: Office of Administration.

AUTHORIZED PERSON FOR INFORMATION DISCLOSURE
STANDING VICE CHAIRMAN OF THE BOD
- GENERAL DIRECTOR



Tran Ngoc Hieu

No.: 28/NQ-HDQT/2025

Son La, August 29, 2025

**RESOLUTION OF THE BOARD OF DIRECTORS OF
SON LA SUGAR JOINT STOCK COMPANY**

- Pursuant to Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of Vietnam on June 17, 2020 and its guiding documents;
- Pursuant to the Charter on Organization and Operation of Son La Sugar Joint Stock Company, issued under Decision No. 77/QD-HDQT/2022 dated September 21, 2022, by the Board of Directors of Son La Sugar Joint Stock Company;
- Pursuant to the Minutes of the Meeting of the Board of Directors of Son La Sugar Joint Stock Company dated August 29, 2025;

RESOLVES:

Article 1: To approve the convening of the Annual General Meeting of Shareholders for 2025, with the following details:

- Time: 7:30 AM, Tuesday, September 23, 2025;
- Format: In-person meeting.
- Meeting Location: The Hall of Son La Sugar Joint Stock Company. Address: Km 34, National Highway 6 Son La - Hanoi, Mai Son commune, Son La province;

Article 2: To approve the Agenda, Invitation Letter, Working Regulations, and the content of the Reports and Proposals at the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company, including:

1. Agenda
2. Meeting Invitation
3. Working Regulations of the Meeting
4. Report of the Board of Management on the business and production results for the fiscal year 2024-2025 (from July 01, 2024, to June 30, 2025) and the business and production plan for the fiscal year 2025-2026 (from July 01, 2025, to June 30, 2026);
5. Report on the activities of the Board of Directors for the fiscal year 2024-2025; Operational orientation for the fiscal year 2025-2026;
6. Report on the activities of the Board of Supervisors for the fiscal year 2024-2025; Operational orientation for the fiscal year 2025-2026;
7. To approve the audited Financial Statements for the fiscal year 2024-2025;
8. To approve the proposal of the Board of Directors on the profit distribution for the fiscal year 2024-2025;
9. To approve the Remuneration Report of the Board of Directors and the Board of Supervisors for the fiscal year 2024-2025; and the proposed remuneration for



the fiscal year 2025-2026.

10. To approve the proposal of the Board of Directors on the business and production plan for the fiscal year 2025-2026;

11. To approve the proposal on the selection of an auditing firm for the financial statements for the fiscal year 2025-2026;

12. Draft Resolution of the 2025 Annual General Meeting of Shareholders;

13. Document templates for the Meeting (Voting ballot, voting card, attendance registration form, proxy form, etc.)

14. The proposed list of the Chairman of the General Meeting, the Shareholder Status Verification Committee, Ballot Counting Committee, and the secretary of the General Meeting to be approved by the 2025 Annual General Meeting (*List attached*).

15. *Appointment of the Secretary Committee of the General Meeting (Attached list).*

Article 3: Preparation for the 2025 Annual General Meeting of Shareholders:

The Board of Directors assigns the Company Secretary to finalize the AGM documents in accordance with the regulations applicable to listed companies; to disclose information, send invitations, publish the meeting documents in a timely manner, and adequately prepare all documents for the attending shareholders.

Article 4: This Resolution has been unanimously approved by 100% of the members of the Board of Directors. The members of the Board of Directors, the Board of Supervisors, and the Board of Management of the Company are responsible for implementing this Resolution.

This Resolution takes effect from the date of signing./.

Recipients:

- Member of the BoD, BoS;
- The Company's affiliates;
- For archiving - Office of Administration, The Secretary of the BoD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

 Signed
Đang Viet Anh

No.: 31/TB-HDQT/2025

Son La, August 29, 2025

NOTICE

Subject: Organization of the 2025 Annual General Meeting of Shareholders

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

- Name of public company: Son La Sugar Joint Stock Company.
- Address: Km 34, National Highway 6 Son La-Hanoi, Mai Son Commune, Son La Province.
- Telephone: 02123 843274 - Fax: 02123 843406;
- **Charter capital: VND 97,941,945,000.**
- Stock symbol: SLS

Son La Sugar Joint Stock Company hereby announces to The State Securities Commission and The Stock Exchange of Hanoi, and its esteemed Shareholders the organization of the 2025 Annual General Meeting of Shareholders, specifically as follows:

1. Time: Starting from 7:30 AM, Tuesday, September 23, 2025.

2. Venue: Headquarters of Son La Sugar Joint Stock Company: Km 34, National Highway 6 Son La-Ha Noi, Mai Son Commune, Son La Province

3. Content of the Meeting:

3.1- Report of the Board of Management on production-business results for the fiscal year 2024-2025 (*From July 01, 2024 to June 30, 2025*) and production-business plan for the fiscal year 2025-2026 (*From July 01, 2025 to June 30, 2026*);

3.2- Report on the Operations of the Board of Directors for the fiscal year 2024-2025; Operational orientation for the fiscal year 2025-2026;

3.3- Report on the Operations of the Board of Supervisors for the fiscal year 2024-2025; Operational orientation for the fiscal year 2025-2026;

3.4- Approval of the audited Financial statements for the fiscal year 2024-2025;

3.5- Approval of the Board of Directors' Proposal on profit distribution for the fiscal year 2024-2025;

3.6- Approval of the Remuneration Report for the Board of Directors and Board of Supervisors for the fiscal year 2024-2025: Proposed remuneration for the Board of Directors and Board of Supervisors for the fiscal year 2025-2026.

3.7- Approval of the Board of Directors' Proposal on the production-business plan for the fiscal year 2025-2026;

3.8- Approval of the proposal regarding the selection of an auditing firm for the financial statements for the fiscal year 2025-2026;

4. Conditions for attending the General Meeting:



- All shareholders holding SLS shares whose names are on the shareholder list as of **August 25, 2025**, issued by the Viet Nam securities depository and clearing corporation. Shareholders unable to attend the General Meeting may authorize another person to attend. The authorized person may not further authorize a third party.

- Shareholders attending the General Meeting must bring: The original invitation letter for the 2025 Annual General Meeting, original ID card/Citizen ID card or Passport; In case of an authorized shareholder, please bring the original Power of Attorney, and a copy of the ID card/Citizen ID card or Passport of the authorizing person.

- Shareholders who are not Board of Directors' members or Board of Supervisors' members of SLS must bear their own travel and accommodation Cost during the General Meeting.

Meeting documents and related forms will be posted on the website of Son La Sugar Joint Stock Company starting from August 29, 2025; Esteemed Shareholders are kindly requested to view the documents at: <https://miaduongsomla.vn>

5. Registration for attending the General Meeting:

To ensure thorough organization of the General Meeting, esteemed Shareholders are requested to confirm their attendance (using the attached form) or submit an Authorization to attend the AGM (using the attached form) to the Organizing Committee before 4:00 PM on September 20, 2025, at the following address:

SON LA SUGAR JOINT STOCK COMPANY

Address: Km 34, National Highway 6 Son La-Hanoi, Mai Son Commune, Son La Province; Telephone: 0212 3843274

Or contact: Ms. Tran Thi Lien - Secretary for guidance

Phone: 0912.577.250; Email: liennguyenlieu1@gmail.com

We hereby report for the information of the Committee, the Department, and the Shareholders.

Sincerely,

Recipients:

- As addressed above;
- Archive: Office of Administration, Meeting documents.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Signed

Đang Viet Anh





THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Son La, August 29, 2025

AGENDA
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- 1. Time:** Starting from 07:30 AM, on Tuesday, September 23, 2025.
- 2. Venue:** Headquarters of Son La Sugar Joint Stock Company. Address: KM 34, National Highway 6 Son La - Hanoi, Mai Son Commune, Son La Province.
- 3. Agenda:**

Time	Content:
7:30 AM - 8:00 AM	Welcoming shareholders; Distributing meeting documents. Checking shareholder eligibility. Reporting on the results of checking conditions for holding the General Meeting.
8:00 AM - 8:30 AM	- Flag salute; Announcing reasons, introducing delegates. - Declaring the opening of the 2025 Annual General Meeting of Shareholders. - Introducing the Presidium to chair the General Meeting; Introducing the members of the Presidium; Meeting Secretary; Vote Counting Committee. - Approving the Agenda; Working regulations of the General Meeting.
8:30 AM - 9:15 AM	Approval of the General Meeting reports 1/Board of Management reports on the operational situation and production-business results for the fiscal year 2024-2025; Production-business plan for the fiscal year 2025-2026. 2/The Board of Directors reports on the operations of the Board of Directors for the fiscal year 2024-2025; Operational orientation for the fiscal year 2025-2026. 3/The Board of Supervisors reports on the operations of the Board of Supervisors for the fiscal year 2024-2025; Operational orientation for the fiscal year 2025-2026;
9:15 AM - 10:15 AM	Presenting proposals to the General Meeting. 1/Approving the summarized audited Financial Statements for the fiscal year 2024-2025; 2/Approving the Proposal on profit distribution for the fiscal year 2024-2025; 3/Approving the Report on remuneration and operating costs of the Board of Directors, Board of Supervisors for the fiscal year 2024-2025; Expected remuneration and operating costs of the BOD, BOS for the fiscal year 2025-2026; 4/Approving the Proposal on the production-business plan for the fiscal year 2025-2026; 5/Approving the proposal on selecting an auditing firm for the 2025-2026 Financial Statements;
10:15 AM - 10:45 AM	Discussion: - Discussion;



Time	Content:
	- Voting on the Proposals
10:45 AM - 11:00 AM	<i>Break.</i>
11:00 AM - 11:15 AM	- Announcing the Vote Counting Result for voting;
11:15 AM - 11:30 AM	- Approving the Minutes and Resolution of the General Meeting; - Closing remarks for the General Meeting.





SON LA SUGAR JOINT STOCK COMPANY
Km 34, National Highway 6 Son La - Hanoi, Mai Son Commune, Son La Province
Telephone: (02123) 843 274 Fax: (02123) 843 406
Website: <https://miaduongsonla.vn/>

Son La, August 29, 2025

MEETING INVITATION
Attending the 2025 Annual General Meeting of Shareholders

To Shareholders:

Address:

Number of Shares as of the Record Date on August 25, 2025:.....Shares

The Board of Directors (BoD) of Son La Sugar Joint Stock Company respectfully announces and invites Shareholders to attend the 2025 Annual General Meeting of Shareholders (AGM), specifically as follows:

- 1. Meeting Time:** Starting from 07:30 AM on Tuesday, September 23, 2025.
- 2. Meeting Format:** In-person.
- 3. Venue:** Son La Sugar Joint Stock Company Hall. Address: Km 34, National Highway 6 Son La - Hanoi, Mai Son Commune, Son La Province.
- 4. Eligible Attendees:** All shareholders holding SLS shares whose names are on the shareholder list as of the record on **August 25, 2025**.

In case a shareholder cannot attend the Meeting, Shareholder may authorize another person to attend (*According to the attached Power of Attorney form*).

5. Meeting Documents: Shareholders are kindly requested to refer to the content, agenda, and meeting materials posted on the Website of Son La Sugar Joint Stock Company from August 29, 2025 at the link: <https://miaduongsonla.vn/>.

6. Shareholders or authorized party attending the Meeting must bring the following documents:

- Meeting invitation for the 2025 AGM (Original); ID card/Citizen ID card/passport (Original).
- In case of an authorized party, please bring the Power of Attorney (Original), and a copy of the ID card/Citizen ID card/passport of the authorized party.

7. Confirmation of Attendance: To facilitate the organization of the AGM, Shareholders are kindly requested to register their attendance or submit their authorization to attend the AGM (*according to the attached form*) to the Company before 4:00 PM on September 20, 2025 at the address:

SON LA SUGAR JOINT STOCK COMPANY

Address: Km 34, National Highway 6 Son La-Hanoi, Mai Son Commune, Son La Province; Telephone: 0212 3843274

Or contact: Ms. Tran Thi Lien - Secretary for guidance: Telephone: 0912.577.250;

Email: liennguyenlieu1@gmail.com

Sincerely,

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

- As above
- Archive: Office of Administration

Dang Viet Anh



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REGISTRATION FORM

Attending the 2025 Annual General Meeting of Shareholders

To: Board of Directors - Son La Sugar Joint Stock Company (SLS)

Name of Shareholder:.....

ID Card/Citizen ID/Business Registration Certificate No.:.....issued
onat.....

Address:..... Telephone:.....

The total number of Shares owned:.....

(In words.....)

I hereby register to attend the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company to be held on Tuesday, September 23, 2025.

I commit to complying with the current provisions of law and the Charter on organization and operations of Son La Sugar Joint Stock Company./.

....., September, 2025

SHAREHOLDER

(Sign and print full name; affix seal
if an organization)



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POWER OF ATTORNEY

Regarding: Attending the 2025 Annual General Meeting of Shareholders
To: Board of Directors - Son La Sugar Joint Stock Company (SLS)

1. PRINCIPAL:

Name of individual/organization:.....
ID Card/Citizen ID/Business Registration Certificate No.:.....issued on
.....at.....
Address:.....;Telephone:.....
Total number of shares held:
(In words:)

2. AUTHORIZED PARTY

2.1/Name of individual/organization:.....
ID Card/Citizen ID/Business Registration Certificate No.:.....issued
on.....at.....
Address:.....;Telephone:.....

Or:

2.2. Authorize the Chairman of the Board of Directors of Son La Sugar Joint Stock Company as follows: (mark X in the square box)

☐ Mr. Dang Viet Anh - Chairman of the Board of Directors

3. SCOPE OF AUTHORIZATION:

The Authorized Party may represent the Principal to attend the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company to be held on Tuesday, September 23, 2025, participate in providing opinions, and vote on all matters within the authority of the General Meeting according to the 2025 General Meeting of Shareholders Organization Regulations, and fully exercise all other rights and obligations of the Company's Shareholders at the 2025 General Meeting of Shareholders. The voting right is calculated in proportion to the number of shares represented by the authorization.

We are fully responsible before the law for this authorization and commit to strictly complying with the provisions of current law and the Charter of Son La Sugar Joint Stock Company.

This Power of Attorney is effective from the signing date until the conclusion of the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company or until it is replaced by a written revocation of authorization sent to the Chairman of the meeting before the commencement of the General Meeting as stipulated in the Internal Regulations on Corporate Governance, the Company Charter, and current law.

The Authorized Party
(Sign and print full name)

....., September, 2025
The Principal
(Sign and print full name; affix seal
if an organization)



SON LA SUGAR
JOINT STOCK COMPANY

Draft

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Son La, September 23, 2025

WORKING REGULATIONS OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS SON LA SUGAR JOINT STOCK COMPANY

Pursuant to:

- *Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;*
- *Law on Securities No. 54/2019/QH14 dated November 26, 2019; and accompanying sub-law documents;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020;*
- *Charter of Son La Sugar Joint Stock Company;*
- *Internal Regulations on Corporate Governance of Son La Sugar Joint Stock Company;*

To ensure the successful conduct of the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company, the Board of Directors has developed regulations, working principles, conduct, and voting procedures for the Meeting as follows:

Article 1. Purpose:

- To ensure that the procedures, principles of conduct, and voting at the Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company are carried out in accordance with regulations and achieve successful outcomes.
- The Resolutions of the General Meeting of Shareholders reflect the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders, and comply with the law.

Article 2. Subject and Scope

- **Subject:** All shareholders, their representatives (authorized persons) holding shares of Son La Sugar Joint Stock Company, and guests attending the Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company must comply with the provisions of this Charter, the Company's Charter, and current legal regulations.
- **Scope:** This Charter shall be used for organizing the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company.

Article 3. Interpretation of Terms/Abbreviations

- Company : Son La Sugar Joint Stock Company
- BoD : Board of Directors
- BoS : Board of Supervisors
- OC : General Meeting Organizing Committee
- GMS : General Meeting of Shareholders
- Shareholders : Shareholders, representatives (authorized party)

Article 4. Conditions for conducting the GMS

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

Article 5. Order of the Meeting

All shareholders attending the Meeting must dress politely and elegantly. Shareholders must sit in the correct positions and areas designated by the Meeting Organizing Committee. No private conversations or use of mobile phones are allowed during the Meeting.

Attendees of the meeting must maintain confidentiality, adhere to speaking discipline, strictly follow the regulations for using and preserving documents, and refrain from copying, recording, filming, or photographing the Meeting without the Chairperson's permission.

Article 6. Shareholders attending the 2025 GMS

All shareholders of the Company, as per the closing list dated August 25, 2025, have the right to attend or authorize their representatives to attend the 2025 GMS. In cases where more than one authorized representative is appointed in accordance with legal provisions, the specific number of shares and votes for each representative must be determined.

Article 7. Guests at the Meeting

These include the Company's management positions, invited guests, and members of the Meeting Organizing Committee who are not shareholders of the Company but are invited to attend the Meeting.

Invited guests shall not participate in speaking at the Meeting (unless invited by the Chairperson of the Meeting, or if they have registered in advance with the Meeting Organizing Committee and received the Chairperson's approval).

Article 8. Chairperson and The Presiding

The Presiding consists of 03 members, including 01 Chairperson and 02 Members. The Chairman of the BoD presides over meetings convened by the BoD or delegates another Member of the BoD to chair the meeting.

In the event that the Chairperson is absent or temporarily incapacitated, the remaining Board of Directors' members shall elect one of themselves to chair the General Meeting by majority rule. If no Chairperson can be elected, the Head of the Board of Supervisors shall direct the GMS to elect a Chairperson from among the attendees, and the person with the highest number of votes shall serve as the Chairperson of the meeting.

In other cases, the person who signed the convocation for the GMS shall direct the GMS to elect the Chairperson of the meeting, and the person with the highest number of votes shall be appointed as the Chairperson of the meeting.

** Tasks of The Presiding:*

- Preside over the General Meeting in accordance with the agenda content, rules, and regulations approved by the General Meeting.

- Assign and introduce representatives of the Board of Directors' members and the Company's Board of Supervisors to present reports at the General Meeting;

- Introduce the composition of the Presiding for the General Meeting's Voting;
- Introduce the composition of the Vote Counting Committee for the General Meeting's Voting;
- Guide the General Meeting in discussions, and obtain Voting on issues within the agenda content of the General Meeting and related issues throughout the General Meeting.
- Respond to and record issues related to the program content approved by the General Meeting;
- Settle issues that incurred during the General Meeting.
- Approve and issue documents, results, minutes, and Resolution of the General Meeting after its conclusion.

*The Presiding operates on the principle of democratic centralism and decides by majority.

Article 9. Shareholder Eligibility Check Committee

The Shareholder Eligibility Check Committee is appointed by the Board of Directors, consisting of 02 people, 01 Head and 01 member, and is responsible to the Presiding and the GMS for its responsibilities.

** Tasks of the Shareholder Eligibility Check Committee:*

- Receive shareholder documents, verify the eligibility of shareholders attending the General Meeting.
- Report to the GMS on the results of shareholder eligibility verification before the GMS officially commences.
- Coordinate with the Vote Counting Committee to guide, support, and supervise Voting.

Article 10. Secretary of the General Meeting:

The Secretary of the General Meeting consists of 02 people appointed by the Chairperson, responsible to the Presiding and the GMS for its responsibilities and operating under the direction of the Presiding of the General Meeting.

** Tasks of the Secretary:*

- Receive and review registration forms for shareholders' opinions, and forward them to the Presiding for Decision;
- Fully and truthfully record the Minutes of the GMS, including the entire content of the General Meeting's proceedings and issues approved or noted by shareholders at the General Meeting.
- Assist the Chairperson in Announced the Draft Minutes of the General Meeting and drafting the Resolution on issues approved at the General Meeting.

Article 11. Vote Counting Committee:

The Vote Counting Committee is introduced by the Chairperson and consists of 03 people, including 01 Head and 02 members.

** Responsibilities of the Vote Counting Committee:*

- The Vote Counting Committee must prepare a Vote Counting report and be responsible to the Presidium and the General Meeting of Shareholders when performing its duties.

- Accurately determine the voting results for each matter submitted for Voting at the General Meeting.

- Promptly announce the Voting results to the General Meeting.

- Review and report to the General Meeting cases of violation of voting procedures or complaints regarding the Voting results.

Article 12. Discussion at the General Meeting

1. Principles:

- Discussions shall only take place within the specified time and be within the scope of the matters presented in the agenda of the General Meeting of Shareholders;

- Only Shareholders are permitted to participate in discussions;

- Shareholders wishing to discuss a matter must register their discussion Content in the following manner: Shareholders who wish to speak directly at the Hall must register using a Ballot. The Secretary will organize the Shareholders' questions and submit them to the Chairperson of the General Meeting, and only with the Chairperson's approval will a Shareholder be allowed to speak. The Content of the speech must be concise, to the point, and relevant to the approved agenda of the General Meeting, with each Shareholder's speaking time not exceeding 5 minutes. The Chairperson will arrange for Shareholders to speak in the order of registration, and simultaneously address their questions.

2. Addressing Shareholders' opinions:

Based on the Shareholders' question Ballots, the Chairperson or a member designated by the Chairperson will address the Shareholders' opinions;

In cases where time constraints prevent direct answers at the General Meeting, questions that have not been answered directly at the General Meeting will be answered directly in writing by the Company.

Article 13. Discussion, Voting at the General Meeting

1. Principles:

All matters on the agenda and Content of the meeting of the General Meeting shall be openly discussed and voted on by the General Meeting of Shareholders.

- If a Shareholder does not complete all Voting and election matters according to the General Meeting's Agenda, then the matters not voted on or elected are considered as if the Shareholder did not cast a vote or elect on that matter.

- Should issues arise that are outside the submitted General Meeting Agenda, Shareholders may cast additional votes or elections. If a Shareholder does not vote or elect on these arising issues, it is considered as if the Shareholder did not cast a vote or elect on that arising issue.

2. Voting procedures:

- Each 01 (one) Share is equivalent to one Voting right. Each attending Shareholder represents one or more Voting rights.

- As of the Record date for shareholders (Date 25/08/2025), the total No. of voting Shares of the Company is: 9,791,945 Shares, equivalent to 9,791,945 Voting rights.

Each decision of the General Meeting of Shareholders shall be approved when more than 50% of the total No. of voting Shares attending the General Meeting are in favor. However, for certain Voting matters stipulated in Clause 3, Article 21 of the Company's Charter, at least 65% of the No. of voting Shares attending the General Meeting must be in favor.

- All Agenda items of the General Meeting shall be approved by open Voting of all Shareholders using cards/Ballots. Except for matters approved by secret ballot.

- Upon registration for the General Meeting, the Company will issue to each attending Shareholder or authorized representative a Voting Card and a Ballot stamped with the Company's seal in the upper left corner.

a) **Voting Card:** It records the name of the Shareholder, the name of the authorized representative, and the number of Shares with voting rights, used for Voting on routine procedural matters such as: Electing the Presiding Board; the Vote Counting Committee, approving the working regulations, the Agenda, the Minutes, the Resolution of the GMS...

Shareholders shall vote by raising their Voting Cards as directed by the Chairperson to express their vote: Approve or Disapprove or Abstain.

b) **Voting Ballot:** It records the name of the Shareholder, the name of the authorized representative, the Shareholder's number of votes, and important Content requiring Voting at the General Meeting.

Based on the number of Content items requiring Voting at the General Meeting, the Ballot will list those items and the section for Shareholders to choose their vote, including: Approve, Disapprove, and Abstain. When Voting, Shareholders may only select one of these three options.

The Presiding Board will moderate discussions, solicit feedback, and provide answers. Shareholders will choose to vote on each item by marking (X) in the appropriate box for each Voting item listed on the Ballot. After Voting, Shareholders shall sign and clearly write their full name on the Ballot and submit it to the Vote Counting Committee.

Invalid Ballots are:

- Ballots not issued by the Organizing Committee;
- Ballots with additional Content, information, or other symbols;
- Ballots that are crossed out, amended, torn, or not intact;
- Shareholders who do not sign the Ballot;
- Ballots that do not clearly express the Shareholder's opinion, do not mark any opinion, or mark two or more opinions for an item requiring Voting will render the vote for that item invalid.

On a single Ballot, items requiring opinions are voted on independently. The invalidity of a vote for one item will not affect the validity of other items.

If a Shareholder votes incorrectly or if the Ballot is not intact, the Shareholder may contact the Organizing Committee to be re-issued a new Ballot and must return the old Ballot.

If a Shareholder has registered to attend the General Meeting but, due to important

Reasons, cannot remain for the entire Agenda, that Shareholder must submit the Ballot, with votes cast for the items requiring opinions, to the Organizing Committee before leaving.

The Voting period is calculated from when the Chairperson or the Head of the Vote Counting Committee Announces the start of Voting until no more Shareholders/Shareholder representatives cast their votes into the ballot box.

3. Recording Voting/Election Results

The Vote Counting Committee will verify, compile, and report the Vote Counting Result for each item to the Chairperson according to the Agenda Content. The Vote Counting Result will be Announced by the Chairperson immediately before the close of the meeting.

Article 14. Minutes, Resolution of the General Meeting of Shareholders

All Content at the General Meeting of Shareholders (GMS) must be recorded by the Meeting Secretary in the Minutes of the GMS. The Minutes of the GMS must be read and approved before the close of the General Meeting.

Article 15. Implementation of This Charter

This organizational Charter shall be publicly read before the 2025 Annual General Meeting of Shareholders and shall take effect immediately upon the General Meeting of Shareholders of Son La Sugar Joint Stock Company approving it through Voting.

Shareholders, authorized representatives, and guests who violate This Charter will be subject to disciplinary measures determined by the Presidium based on the specific extent of the violation, in accordance with the Company's Charter and the Law on Enterprises.

**ON THE BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN**

Dang Viet Anh



**SON LA SUGAR
JOINT STOCK COMPANY**

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

No: 01/BC-DSL

Son La, August 29, 2025

Draft

**REPORT OF THE BOARD OF MANAGEMENT ON BUSINESS
PRODUCTION RESULTS FOR THE 2024-2025 FISCAL YEAR;
PRODUCTION-BUSINESS PLAN FOR THE 2025-2026 FISCAL YEAR
(Submitted to the 2025 Annual General Meeting of Shareholders)**

Dear Shareholders!

Dear Delegates; Dear General Meeting!

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company, the Board of Directors and Board of Management of the Company have implemented the production and business indicators for the 2024-2025 fiscal year. At this 2025 Annual General Meeting of Shareholders, the General Director of the Company reports on some key contents as follows:

1. Business Production Results for the 2024-2025 fiscal year (from July 1, 2024, to June 30, 2025);
2. Production and business plan for the 2025-2026 fiscal year (from July 1, 2025, to June 30, 2026).

**PART I
REPORT ON BUSINESS PRODUCTION RESULTS
2024-2025 FISCAL YEAR**

In the 2024-2025 fiscal year, the global political situation was complex and unpredictable; strategic competition was fierce; armed conflicts escalated and prolonged in Russia-Ukraine; Iran-Israel; gasoline prices increased; exchange rates and interest rates fluctuated. The Company's production and business operations in the 2024-2025 fiscal year were affected by rising raw material and fuel prices, which increased the Company's production costs. In the first 6 months of 2025, world sugar prices continued to trend downwards, reaching their lowest level since early 2023. The reasons were changes in supply from major sugar-producing countries worldwide such as Brazil, India, Thailand. The Vietnamese domestic market continued to face severe pressure from surplus supply and weakened consumption. Trade fraud and sugar smuggling still occurred in many localities, in large quantities, and despite increased control by functional agencies, the perpetrators operated in complex and sophisticated ways, making prevention difficult, putting pressure on domestic consumption, leading to a sharp decrease in domestic sugar prices, and a significant increase in the Company's sugar inventory.

In this context, the Board of Directors and Board of Management implemented flexible and timely sugarcane purchasing policies, made appropriate decisions on the timing and prices for product consumption, and reduced costs to lower product prices. Therefore, although the total revenue indicator did not meet the plan, the Company's profit after corporate income tax for the 2024-2025 fiscal year excellently achieved the plan assigned by the 2024 Annual General Meeting of Shareholders, reaching 249.47%.

I. Key Indicators Achieved for the 2024-2025 Fiscal Year

No.	Indicators	Unit	Plan	Actual	Ratio (%)
01	Total Net Revenue	VND million	1,097,000	1,160,883	105.82
02	Profit before Corporate Income Tax	VND million	150,000	381,153	254.10
03	Profit after Corporate Income Tax	VND million	150,000	374,209	249.47

II. Raw Material Sugarcane Production

1/Raw Material Sugarcane Production for the 2024-2025 Crushing Season

Table: Basic Raw Material Production Indicators

No.	Indicators	Unit	Plan	Actual	% (Actual/Plan)
01	Sugarcane planting area	Hectare	9,500	9,430	99.26
02	Sugarcane yield	Tons/hectare	61	55.6	91.15
03	Total sugarcane output	Tons	579,500	524,933	90.58

1.1/Regarding Area Development:

The development of sugarcane raw materials was emphasized, with a focus on synchronously implementing various solutions. In the 2024-2025 crop year, Son La's raw material sugarcane growing area faced many disadvantages due to prolonged climate change impacts. However, thanks to the close and timely guidance of the Board of Directors, the Board of Management, the support of provincial departments and local authorities, the close coordination and efforts of the Company's units, and the consensus and trust of sugarcane farmers in raw material work, despite the severe drought in the preceding 2023-2024 crop year (with 681 hectares of newly planted sugarcane completely lost), timely support policies for sugarcane farmers enabled the entire region to still plant 2,689 hectares of new sugarcane in the 2024-2025 crop year. The total sugarcane area reached 9,430 hectares, an increase of 284 hectares compared to the previous crop. Nevertheless, the sugarcane area was primarily developed in hilly, arid areas far from the factory. In traditional sugarcane growing areas with relatively flat, favorable terrain close to the Company, sugarcane faced fierce competition from other crops.

1.2/Regarding raw sugarcane yield and production volume:

Total sugarcane purchased for the 2024-2025 crop season only reached 90.58% of the plan. The main reasons are: Starting from the 2023-2024 crop season, weather patterns have been very complex, with many heatwaves appearing earlier, more intensely, and lasting longer than the annual average, affecting the quality of ratoon sugarcane areas. In the new planting season of 2024-2025, unfavorable weather continued, resulting in 263 ha of sugarcane dying due to drought and 56.24 ha being completely destroyed due to flooding. Subsequently, an extremely severe and prolonged drought (from October 2024 to the end of April 2025) caused a significant decrease in sugarcane yield, affecting the income of sugarcane growers and the volume of raw material processed by the Company.

1.3/Regarding the operational management of the 2024-2025 crushing season:

The Company implemented reasonable and balanced harvesting operations, ensuring that sugarcane production met the factory's operational capacity. Sugarcane payments were made fully and promptly. The arrangement and management of transportation vehicles were smooth and rational, ensuring that sugarcane delivered to the factory was essentially fresh, clean, and of good quality, with no instances of harvested sugarcane waiting for transport or drying in the field beyond the stipulated time.

2. Investment, care, and development of areas in preparation for the 2025-2026 processing season

- The raw material area has always received the Company's attention for investment and development through various comprehensive policies and solutions. The Board of Management actively promoted and guided the Company's policies for investing in and developing the raw material area. Due to unfavorable conditions caused by climate change for three consecutive years, the projected area for harvest in the 2025-2026 crop season is only 8,190 ha (a 13.8% reduction compared to the plan). Therefore, the Board of Management implemented measures to urge increased investment and care to stabilize sugarcane yield and production volume.

3. Sugarcane Variety Trials

The Company is actively implementing a program for new sugarcane variety trials focusing on drought resistance, cold resistance, high sugar content, and high yield, aiming to gradually replace existing sugarcane varieties that show signs of degeneration. In the 2024-2025 crop year, the Board of Management implemented trials for 05 new varieties, and the Company's Board of Directors has placed special emphasis on investing in rapid sugarcane variety propagation to continue identifying suitable sugarcane varieties for Son La. During the current season, the following programs are being implemented:

- Production trial of Que Duong 44 sugarcane variety (imported from Cao Bang Convince) on a scale of 1.71 ha.

- Production trial of KK3 sugarcane variety (imported from Nghe An Convince) on a scale of 5.19 ha.

- Establishing two variety trial areas with a scale of 2.65 ha, currently trialing a set of sugarcane varieties from tissue culture plants or single-bud cuttings (originating from China). Initially, 05 varieties have been rapidly propagated in the Raw Material area on a scale of 3.5 ha to evaluate the adaptability, yield, and quality of each variety before selection for widespread cultivation.

II. Production and Processing Operations

1. Production Operations of the sugar processing plant.

For the 2024-2025 crop season, the Company is resolutely focusing on production management to ensure plan completion, with a focus on pre-season repair and maintenance and in-season pressing operations through solutions such as: Strengthening control, improving management and operational work, and minimizing raw material and fuel losses... from the field to the processing plant. Notably, this season the Company has invested in and upgraded several pieces of equipment to save steam, conserve fuel, increase recovery efficiency, and enhance Product quality. For the 2024 overhaul, the Board of Management directed the Board of Directors and plant technical staff to closely follow the production line with various departments to thoroughly review and evaluate machinery and equipment details, thereby formulating a maintenance plan and forecasting spare parts for the production season accurately, sufficiently, and realistically. Equipment maintenance tasks were specifically assigned to each individual within the plant's Board of Directors, technical staff, and the shift leaders and section heads in charge. The assigned individuals consistently monitored their respective teams to oversee the maintenance process carried out by the worker groups. No serious occupational accidents occurred during the production season. The sugar processing plant's production and processing Operations ensured effective fire and explosion prevention.

Production Operations this season achieved several positive results, namely: Percentage of cane/sugar and consumption of some key chemicals were lower than planned. However, some issues still persist, such as: Equipment Safety performance did not meet the plan; High pol in mud; High color of finished sugar, and long boiling time.

To address the above issues, the Board of Management proposes the following solutions:

- Timely adjust the mill opening gap parameters and mill speed to match the pressing capacity, and regularly monitor the top pressure of the hydraulic cylinders to ensure efficient mill Operations. Section heads and team leaders should provide additional guidance, skills, and experience to new operators for better operation in the 2025-2026 production season.

- During the 2025 SCL (major repair) season, the Board of Management hired a Chinese mud filter drum manufacturer to visit the Company for surveying,

repairing, and fully restoring the functionality and capacity of two filter drums, 55 m2 and 45 m2, respectively, to reduce pol in mud and increase overall sugar recovery.

- Intensify inspection, analysis, and close monitoring of cane quality, adjust chemicals, temperature, and other parameters to suit each production period to ensure the quality and color of various types of juice. The Company has also replaced the sulfur burner system, SO2 gassing tower, and the fully automatic pH adjustment system to improve and stabilize the quality of clarified juice. This contributes to reducing the color of the finished sugar.

- Regularly inspect equipment, detect anomalies early to increase operational stability, and minimize production incidents; Strengthen inspection and forecasting of equipment operational status; Develop maintenance, repair, and spare parts replacement plans to ensure Safety and efficiency. Continue to review and develop additional operating procedures.

Provide advanced training for operating workers. Develop detailed and strict equipment and technology operating procedures, requiring workers themselves to discuss technological processes and operating parameters with the plant's Board of Directors, and to actively self-study and learn to enhance their professional qualifications.

In addition to the main Product, Sugar, the production of various types of microbial and organic fertilizers supplied to farmers for improving sugarcane cultivation land and to the market is also given due attention. For the 2024-2025 crop year, the Company produced and supplied 2,482 tonnes of microbial fertilizer and 27,057 tonnes of sludge fertilizer from processing by-products to meet the needs of households in the sugarcane raw material area. All types of fertilizer mentioned above were consumed promptly, with no stock remaining in warehouses or yards, ensuring environmental Management efforts.

2. Implementation of Turmeric Essence Production Management Processes

To gradually improve the production Management skills of its staff and workers in the processing plant, the Company contracted with Minh Soc Guangxi Engineering Technical Services Co., Ltd. to consult on applying turmeric essence production Management processes. The partner dispatched experienced engineers and specialists in the sugar processing industry to provide technical guidance and production Management consultation to the Company during the maintenance and repair period and the main processing season at the following stages: Crushing; Refining; Sugar Boiling; Boiler; Power Turbine; Chemical Analysis.

Currently, the sugar processing plant is applying turmeric essence production Management documents, including: Regulations on equipment inspection and maintenance, Management of technological parameters, regulations on equipment Safety, occupational Safety, and environmental hygiene, into production. Initially, the Board of Management assessed that the application of regulations and processes

for production technology Management and equipment operation Management within the turmeric essence production program has proven effective, contributing to improving the quality of production Management for the Company's Board of Management.

The plan for the upcoming period is that the Board of Management, in collaboration with the Chinese turmeric essence production consultant, will continue to carry out the following tasks:

- Develop, revise, and complete the quality Management system.
- Develop and complete Management process documents for all units within the company. Finalize the requirements for production Targets, the Management mechanism of each production department, and the operating procedures for each department and each operational position in the sugar production line;
- Provide theoretical technical training and practical training at workshops within the processing line. Support the establishment of a standardized Management system and guide the development of maintenance plans, material plans, etc., related to production. Provide technical guidance for the laboratory, guide the Company in developing testing plans, sampling, and determining technological processes according to standards.

III. Labor, Salary, and Taking Care of Employees' Living Standards.

For the 2024-2025 fiscal year, Policies such as salaries, bonuses, shift meals, social Welfare benefits, and Insurance payments were implemented by the Company in strict accordance with current legal regulations and paid promptly as stipulated, specifically:

1. Labor Affairs.

For the 2024-2025 fiscal year, the Company's personnel remained stable, with a total permanent workforce of 440 people. All employees have signed full labor contracts in accordance with legal regulations, the quality of labor generally met job requirements, and employees' sense of Responsibilities was enhanced, significantly contributing to reducing Product Cost.

2. Compensation:

The Company always considers employee income as a top priority for employees to feel secure and committed, improve their capabilities and qualification, and actively contribute to the Company. Employee income is always stable. Salaries are paid fully and on time by the Company in accordance with the signed contracts. At the end of the year, the Company paid a 13th-month salary to timely motivate the entire workforce who contributed to meeting the operating results and targets of the Company.

3. Employee Welfare. Employee policies and benefits such as performance bonuses, meal allowances, and insurance payments are implemented by the Company in strict accordance with the Collective Labor Agreement, labor contracts,

and current legal regulations. The Company always cares for the spiritual well-being of its employees, such as giving gifts on holidays, Tet, and harvest season... with an expenditure of VND 2.3 billion for the 2024-2025 period. The Company's Trade Union also consistently cares for and encourages employees, such as visiting those who are sick, bereaved, or celebrating joyous occasions, and giving motivational gifts to employees during the Lunar New Year, International Women's Day, and awarding scholarships... with a total annual expenditure of VND 508 million.

IV. Product Sales Operations:

In the 2024-2025 fiscal year, product sales operations faced many difficulties, with slower sales growth compared to previous years. The main reasons are due to the global sugar market plummeting to its lowest level in the past three years, coupled with smuggled sugar and trade fraud not being thoroughly controlled, and severe pressure from domestic oversupply. Product sales operations are tightly managed by the Board of Directors, and the Board of Management implements the sales policies approved by the Board of Directors.

V. Financial Operations.

The Company's Financial Operations are tightly managed, the financial situation is transparent and healthy, capital is preserved, ensuring the interests of shareholders and employees. All costs are strictly controlled and highly economized, which is also an important reason for increasing the Company's profit. All operations are inspected and supervised by the Board of Supervisors. Information and reporting are timely, and final accounts are settled according to regulations, ensuring effective management and business operations.

PART II

OPERATING PLAN FOR THE 2024-2025 FISCAL YEAR

In 2025-2026, alongside advantages, there are also many challenges. The market situation continues to be unpredictable due to market fluctuations and global sugar price volatility. Natural disasters, floods, and changing weather caused a decrease in sugarcane output. However, leveraging the advantages and experience gained over the past years, the Board of Management presents the Operating Plan for the 2025-2026 fiscal year as follows:

Key Indicators:

- Total net revenue	:	.000 million dong
- Profit before Corporate Income Tax	:	.000 million dong
- Profit after Corporate Income Tax	:	.000 million dong

Dear Shareholders;

Dear Delegates; Esteemed General Meeting!

Entering 2025-2026, Son La Sugar Company is projected to still face many challenges: The global and domestic economies have not fully recovered, and

purchasing power has decreased. Particularly, climate change, drought, heatwaves, and floods in Son La province have been extremely severe, heavily impacting the development of cultivation area, yield, and output of sugarcane. Fierce competition with other crops has led to the Company's sugarcane growing areas being pushed further away from the factory into particularly difficult regions. The problem of sugar smuggling and trade fraud has not been thoroughly controlled, causing sugar prices to fall and sales to be slow. To effectively implement the aforementioned targets and simultaneously set development orientations for the Company in the coming years, the Board of Management proposes several solutions to the Shareholders' General Meeting, specifically as follows:

1. Regarding Raw Material Operations:

Continue to advise the Board of Directors to issue appropriate investment and procurement Policies to encourage farmers to commit long-term to sugarcane cultivation. Strengthen propaganda and advocacy efforts, integrating them into meetings and conferences to disseminate the Company's investment and procurement Policies. Continue to maintain and review land funds to further expand the raw material area.

Continue to organize training courses on new cultivation models using synchronized mechanization methods to develop and expand stable and sustainable sugarcane areas.

Intensify research and the search for new sugarcane varieties with high yield and sugar content suitable for the soil and climate of Son La province. Explore and apply advanced scientific and technical methods in sugarcane cultivation to increase sugarcane yield, thereby increasing income for sugarcane farmers.

Urge sugarcane farming households to care for sugarcane strictly according to technical procedures, specifically weeding before fertilizing and applying the correct quantity as per the company's standards. Regularly inspect fields to promptly detect pests and diseases (If any). Guide sugarcane growers to apply fertilizer at the right time and in sufficient quantities.

Actively participate with local authorities in the area, effectively implement social welfare programs, and affirm the position of sugarcane as a sustainable poverty eradication crop, contributing to the local new rural development program in the sugarcane raw material region.

2. Regarding Sugar Production and Processing:

Strengthen lean and efficient Management and operation in each production stage, improve labor productivity to minimize losses, save production raw materials to enhance recovery efficiency. Gradually approach and automate stages in the production line.

Focus on reviewing and re-evaluating the production line, synchronously and uniformly implementing investment, renovation, inspection, maintenance, and repair items to invest in additional equipment to increase crushing capacity, improve

recovery efficiency, and ensure the Company's production schedule for the crop season.

3. Operational Tasks:

Continue to restructure the Management and operational apparatus. Recruit, train, and reallocate human resources in specialized departments and production teams in a streamlined manner, ensuring sufficient capacity and suitability for their positions to effectively complete assigned tasks according to new requirements.

Develop flexible sales Policies, expand the consumption Market, and maintain close, sustainable relationships with traditional customers to fully sell Products, ensuring high economic efficiency for the Company.

Rectify work discipline: Amend, supplement, and issue new regulations and rules. Organize training and retraining on procedures and guidelines for employees. Continue to maximize existing experience and focus current resources. Emphasize recruitment and skill enhancement training for key positions.

Strictly comply with environmental protection laws, pay due attention and make appropriate investments in environmental protection, wastewater treatment systems, tree planting, industrial hygiene, and collectively protect the environment.

This is the report from the Board of Management of Son La Sugar Joint Stock Company to the Annual General Meeting of Shareholders (GMS) 2025. We respectfully submit it to the General Meeting for consideration and feedback, so that the Board of Management can implement it more effectively in the Crop Year 2025-2026.

Sincerely,

Recipients:

- 2025 Annual General Meeting of Shareholders
- Archive: Office of Administration, Meeting Documents

GENERAL DIRECTOR

Tran Ngoc Hieu



**SON LA SUGAR JOINT
STOCK COMPANY
BOARD OF DIRECTORS**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 02/BC-HĐQT/2025

Son La, August 29, 2025

REPORT OF THE BOARD OF DIRECTORS
Regarding the Results of Task Performance for the Fiscal Year 2024–2025;
Orientations for Activities in the Fiscal Year 2025–2026
(Submitted to the Annual General Meeting of Shareholders 2025)

Dear Shareholders!

Dear Esteemed Delegates!

Pursuant to the Provisions of Law

Pursuant to the Charter on organization and operations of Son La Sugar Joint Stock Company and the Internal Regulations on Corporate Governance

Pursuant to Resolution of the Annual General Meeting of Shareholders 2024;

The Board of Directors (BOD) of Son La Sugar Joint Stock Company hereby reports to the Annual General Meeting of Shareholders 2025 on the activities of the Board of Directors for the fiscal year 2024–2025 and the orientations for activities for the fiscal year 2025–2026 as follows:

**I. RESULTS OF IMPLEMENTATION OF THE RESOLUTION OF
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2024**

**1. Results of key production and business indicators for the fiscal year
2024–2025:**

- Total Net Revenue: 1,160,883 million VND, achieving 105.82% of the annual plan.
- Profit before tax: 381,153 million VND, achieving 254.10% of the annual plan.
- Profit after tax: 374,209 million VND, achieving 249.47% of the annual plan.

Details are as follows:

No	Indicators	Unit	Plan 2024-2025	Actual 2024-2025	% Actual/Pla n
1	Total Net Revenue	VND million	1,097,000	1,160,883	105.82
2	Profit before tax	VND million	150,000	381,153	254.10
3	Profit after tax	VND million	150,000	374,209	249.47

2. Assessment of the implementation of the Resolution of the Annual General Meeting of Shareholders 2024 during the fiscal year 2024–2025

In the fiscal year 2024-2025, the global political and economic situation continues to face many major challenges such as international geopolitical conflicts increasing the risk of supply chain disruptions; tight monetary policies in many countries, the weakening of global trade and investment; especially extreme weather phenomena due to the impact of climate change threatening food security and energy security. Although inflation has cooled, monetary policies are being eased; global trade, consumption, and investment are gradually recovering but remain unstable; increasing protectionist and trade defense barriers are affecting import and export operations in the region and globally. Specifically for the sugar production industry, extreme weather conditions are becoming a worrying challenge, with climate change significantly impacting the yield and quality of many sugarcane growing areas.

The domestic sugar industry is facing many challenges. High inventory levels, competitive pressure from imported and smuggled sugar, along with the increase in substitute Products like corn syrup, are causing difficulties for businesses. These factors have impacted the Production and business operations of Son La Sugar Joint Stock Company for the fiscal year 2024-2025. However, with the decisiveness of the Board of Directors and the flexibility of the Board of Management in issuing Policies for sugarcane raw materials and sugar Product selling prices, the Company's business results for the fiscal year 2024-2025 have excellently achieved the Profit after tax Indicators assigned by the GMS 2024, achieving 249.47% of the target.

Other matters of the Resolution of the Annual GMS 2024 have been fully and promptly implemented by the Board of Directors.

3. Regarding cash dividend payment for the fiscal year 2023-2024

According to the Profit distribution plan approved by the Annual GMS 2024, the Company made a cash dividend payment at a percentage of 200% of the Charter capital. The dividend payment for the fiscal year 2023-2024 has been fully completed by the Company in accordance with current legal provisions and the Resolution of the Annual GMS 2024.

II. ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE FISCAL YEAR 2024–2025

1. Personnel Status of the Board of Directors for the Fiscal year 2024-2025

The personnel of the Board of Directors for the fiscal year 2023-2024 were appointed at the 2023 Annual General Meeting of Shareholders as follows:

- Mr. Dang Viet Anh: Chairman of the Board of Directors
- Mr. Tran Ngoc Hieu: Standing Vice Chairman of the Board of Directors
- Ms. Tran Thi Nhi: Member of the Board of Directors
- Mr. Thai Van Hung: Member of the Board of Directors
- Mr. Nguyen Truong Chinh: Member of the Board of Directors

The personnel of the Board of Directors operated stably throughout the Fiscal year 2024-2025. Information and reports were provided regularly and fully to the non-executive members of the Board of Directors, promptly supporting the Board of Directors' guidance and supervision of the Board of General Directors.

2. Summary of the Meetings and Decisions of the Board of Directors.

The Board of Directors always operated on the principle of complying with legal regulations; the Company's Charter, internal regulations on corporate governance, and the Resolutions of the General Meeting of Shareholders.

During the fiscal year 2024-2025, the Board of Directors successfully organized the 2024 Annual General Meeting of Shareholders; the Board of Directors held 07 meetings and on several occasions sought members' opinions in writing, issuing forty-four (44) resolutions and forty-one (41) decisions. The resolutions and decisions of the Board of Directors focused on directing key issues such as: the Company's development strategy, procurement policies, investment in raw material area development, capital mobilization efforts, sales policies, procurement of supplies and equipment, etc., to enhance the Company's production and business operations efficiency.

The meetings of the Board of Directors were conducted in accordance with legal regulations. The Chairman of the Board of Directors managed the operations of the Board of Directors within his authority. The resolutions passed at the meetings or through written opinions all received high consensus from the member of the Board of Directors.

The meetings of the Board of Directors were also attended by the Board of Management and the Board of Supervisors. The member of the Board of Directors actively managed and supervised the company; provided timely guidance solutions for each assigned area with the aim of strengthening the Company's corporate governance.

In its corporate governance role, the Board of Directors provided decisive and continuous guidance, working closely with the Board of Management to promptly make strategic decisions, ensuring alignment with the Company's orientation of "Sustainable Growth - Reasonable Efficiency". Each member of the Board of Directors fulfilled duties within their responsibilities and authority honestly, proactively, and with high responsibility, overcoming difficult challenges, and contributing to the Company's production and business operations.

3. Assessment of the Activities of the Board of Directors.

The Board of Directors always upheld the principle of democratic centralism. All meetings of the Board of Directors were chaired by the Chairman of the Board of Directors. The Resolutions and Decisions of the Board of Directors were all developed based on the collective principle, ensuring objectivity and receiving the consensus of the Member of the Board of Directors, in accordance with the functions and powers of the Board of Directors as stipulated by law.

The tasks of the Board of Directors were carried out in accordance with the Resolutions of the General Meeting of Shareholders, complying with the Company's Charter, and the Operating Regulations of the Board of Directors.

The Board of Supervisors and key members of the Board of Management were invited to attend the meetings of the Board of Directors or received full documentation for cases where Member of the Board of Directors' opinions were sought in writing.

Periodically or extraordinarily, the Board of Directors conducts inspections, evaluates results, and directs production and business operations, resolving difficulties and obstacles faced by the Board of Management, to maximize the Company's operational efficiency.

The close attention of the Board of Directors has helped the Company's operations stabilize, overcome difficulties and challenges, and exceed the basic indicators for the fiscal year 2024-2025. The Member of the Board of Directors have fulfilled their assigned functions and duties, fully participated in the Board's activities, and actively contributed to the completion of the Company's overall plan.

The Chairman of the Board of Directors has managed the operations of the Board of Directors in accordance with the law and the Company's Charter, always accompanying and providing timely support for the operations of the Board of Management.

Based on legal provisions, the Charter of organization and operations, and the Internal Regulations on Corporate Governance, the Board of Directors self-assesses that, for the fiscal year 2024-2025, the collective Board of Directors and each member of the Board of Directors have successfully completed the tasks assigned by the General Meeting of Shareholders (GMS).

4. Remuneration of the Board of Directors, salaries of the General Director and Other executives for the fiscal year 2024-2025.

Full Name	Position	Salary	Bonus	Remuneration	Total Income
1. Mr. Dang Viet Anh	Chairman of the Board of Directors		510,300,000	420,000,000	930.300.000
2. Mr. Tran Ngoc Hieu	Vice Chairman - General Director	969,928,000	510,000,000	300,000,000	1.779.928.000
4. Mrs. Tran Thi Nhi	Member of the Board of Directors		157,900,000	180,000,000	337.900.000
3. Mr. Thai Van Hung	Member of the Board of Directors - Deputy General Director	600,100,000	328,000,000	180,000,000	1.108.100.000
5. Mr. Truong Chinh	Member of the Board of Directors		147,900,000	180,000,000	327.900.000
6. Ms. Nguyen Thi Khuong	Chief Accountant	305,500,000	86,940,000		392.440.000
Total		1.875.528.000	1,741,040,000	1,260,000,000	4,876,568,000

5. Oversight activities of the Board of Directors over the General Director and other executives.

The Board of Directors consistently monitors the Company's actual situation to propose reasonable policies and decisions to provide timely direction and create favorable conditions for the General Director to complete the production-business tasks set by the General Meeting of Shareholders. For the Fiscal year 2024-2025, the Profit after tax indicators reached 249.47%. The Board of Directors highly appreciates the efforts of the General Director in implementing the production and business plan. The General Director has managed the Company's operations in accordance with the development orientations approved by the General Meeting of Shareholders. The policies and directives of the Board of Directors in all areas have been fully and timely implemented by the General Director with a high sense of responsibilities, helping the Company successfully achieve its production and business indicators.

Based on legal provisions, the Charter of organization and operations, and the Internal Regulations on Corporate Governance, the Board of Directors assesses that, for the fiscal year 2024-2025, the General Director and other executives have excellently completed their assigned tasks. With the achieved results, the Company's image continues to be maintained, and its reputation with customers, partners, and especially with Shareholders, is increasingly enhanced.

6. Transactions between the Company and related parties

During the fiscal year 2024-2025, Transactions between the Company and affiliated persons were conducted transparently, openly, with proper authority, and were strictly controlled and fully, timely announced in the Notes to the Financial statements - Information on related parties in the Company's quarterly Financial statements, reviewed semi-annual Financial statements, and Audited annual Financial statements. Details of these reports have been disclosed on the Company's website.

PART II

OPERATIONAL ORIENTATIONS FOR THE FISCAL YEAR 2025-2026 AND IMPLEMENTATION MEASURES

I. Development orientations for the fiscal year 2025-2026

The forecast for the 2025-2026 crop season indicates that the sugar industry will continue to face many difficulties. Global political conflicts remain tense, leading to numerous consequences affecting the economy. Domestic smuggling and trade fraud of sugar products have not yet been thoroughly controlled. The weather situation is extremely complex, and intense competition for cultivation land and labor with other crops increases the risk of reduced output and higher cost for raw sugarcane.

To ensure stable production and business operations of the Company, gradually overcome difficulties and challenges, ensure the interests of shareholders, and simultaneously create jobs and stabilize the lives of employees, the Board of Directors sets forth the direction for production and business operations for the fiscal year 2025 – 2026 as follows:

- Total Net revenue	:	.000 million VND
- Profit before tax	:	.000 million VND
- Profit after tax	:	.000 million VND

II. Some Implementation Solutions

1. Raw Material Area Development Work:

Build close relationships, closely follow and integrate local planning targets, review and search for land funds to develop stable, sustainable sugarcane areas in the 2025-2026 crop year and subsequent years.

Continue to research, amend, and supplement investment policies to practically and effectively support and serve sugarcane growers, based on ensuring the harmonious interests of the Company and sugarcane growers.

Apply advanced scientific measures and progress to sugarcane cultivation, care, and intensive farming. Focus on close and effective guidance for sugarcane development investment in the region. Enhance capacity, innovate raw material area management methods, and harvest and transport management methods to optimally serve sugarcane growers and ensure the Company's efficiency.

Strengthen the work of testing, restructuring, and rapidly propagating new sugarcane varieties with high yield and high sugar content, replacing old sugarcane varieties to increase income for sugarcane growers.

2. Processing Work:

Strengthen the application of refined sugar production in manufacturing and promote automation programs in processing. Continue to review and comprehensively evaluate existing sugar production line equipment to plan for additional investment in machinery and equipment, ensuring synchronized lines, stable pressing capacity, and improved recovery efficiency and product quality.

Focus on maintenance and repair of the production line to stabilize processing capacity, meet the harvest season in time, and improve the quality of finished sugar. Continue to consider investing in equipment that incorporates technological innovation, saves raw materials and fuel, and increases recovery efficiency... to reduce product costs.

3. Management, Human Resources, and Financial Work:

Strictly manage costs, enhance financial management capacity, closely monitor investment activities and the effective use of capital for production and business operations and investment, ensuring continuous, stable, and sustainable development.

Continue to consolidate and reorganize the organizational structure of human resources towards a lean, dynamic structure with highly qualified management and specialized staff. Build new, systematic leadership and management mechanisms, absorbing new business knowledge to enhance corporate governance capacity.

Continue to build a leadership and executive team with sufficient qualities and capabilities. Ensure employment and stable income for employees; build a friendly working environment; comply with the Labor Code, pay salaries commensurate with employees' capabilities; promptly address employee welfare benefits. Ensure the sustainable development of the Company based on all operations complying with the law; protecting the environment; harmonizing relationships between the Company and its partners, and ensuring the interests of shareholders.

Dear Shareholders!

This is the Board of Directors' report on operations for the 2024-2025 fiscal year and the orientation for the 2025-2026 fiscal year presented to the 2025 Annual General Meeting of Shareholders. In the upcoming 2025-2026 fiscal year, to overcome challenges, achieve business production goals, and continue to develop Son La Sugar Joint Stock Company sustainably; the Board of Directors earnestly hopes to continue receiving the long-term support and commitment from Dear Shareholders, business partners and customers, leaders of raw material areas, sugarcane growers, and all employees within the Company.

Respectfully!

Recipients:

- GMS 2025;
- Archive: Office of Administration;

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Dang Viet Anh





**SON LA SUGAR
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No. 03/BC-BKS/2025

Son La, August 29, 2025

REPORT OF THE BOARD OF SUPERVISORS
Submitted to the Annual General Meeting of Shareholders 2025

Dear: - Shareholders
- Delegates

- Pursuant to Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

- Pursuant to the Charter on Organization and Operations of Son La Sugar Joint Stock Company;

- Pursuant to the Regulations on Operation of the Board of Supervisors of Son La Sugar Joint Stock Company;

The Board of Supervisors (BOS) reports to the annual General Meeting of Shareholders (GMS) on the operations for the 2024-2025 fiscal year and the Operations Plan for the 2024-2025 fiscal year as follows:

I. OPERATIONS FOR THE 2024-2025 FISCAL YEAR

1. Personnel of the Board of Supervisors

The personnel of the Board of Supervisors for the 2024-2025 fiscal year, elected at the 2023 Annual General Meeting of Shareholders, include:

- Ms. Nguyen Thi Thuy: Head of the Board.
- Mr. Nguyen Van Tai: Member of the Board of Supervisors.
- Mr. Nguyen Van Dai: Member of the Board of Supervisors

2. Operations of the Board of Supervisors for the 2024-2025 Fiscal Year

For the 2024-2025 fiscal year, the Board of Supervisors Implemented the following main tasks:

- Supervised the Management activities of the Board of Directors (BOD); the executive activities of the Board of Management (BOM); and the production-business Operations of the Company;

- Examined the reasonableness, legality, integrity, and prudence in the Management and executive activities of the production-business Operations by the Board of Directors and the Board of Management;

- Monitored and evaluated the implementation of the production-business plan, the implementation of the General Meeting of Shareholders Resolution, and the Resolutions and Decisions of the Board of Directors;

- Supervised the Financial situation, capital balance and cash flow Management, operational efficiency and Solvency ratio, and the situation of capital utilization, management, and preservation.

- Checked accounting records, appraised quarterly, semi-annual, and annual Financial statements. Reviewed independent Auditing reports during and after the Auditing process.

- Reviewed, checked, and evaluated the Company's key processes and Policies to detect errors or potential risks, provide early warnings, and recommend corrective solutions to the Board of Directors and the Board of Management.

- Checked and reviewed the issuance of Resolutions and Decisions by the Board of Directors.

- Controlled the Company's compliance with information disclosure regulations to the State Securities Commission, Hanoi Stock Exchange, Vietnam Securities Depository, and publication on the Company's website.

- Fully participated in expanded Meetings of the Board of Directors and the Executive Board's briefing meetings. Reported evaluations and provided feedback to the Board of Directors and the Board of Management during the Company's governance, executive, and operational organization processes.

- Performed other tasks according to the functions and duties of the Board of Supervisors.

During the past term, the Board of Supervisors did not receive any recommendations from Shareholders or groups of Shareholders requesting an inspection of the Company's production-business Operations, the Management activities of the Board of Directors, or the executive activities of the Board of Management.

For the 2024-2025 fiscal year, the Board of Supervisors held 04 regular meetings and organized 03 direct operational inspections to implement the work program and evaluate the results of inspection and supervision, directly overseeing the Company's Operations to carry out the aforementioned tasks. Additionally, the Board of Supervisors also regularly conducted internal discussions to update information and address issues arising during its Operations;

For the fiscal year 2024-2025, the Member of the Board of Supervisors operated in accordance with its duties and powers as stipulated by law, the Company's Charter of organization and operations, and the operating regulations of the Member of the Board of Supervisors. Through its operations, the Member of the Board of Supervisors provided opinions and concurrently made recommendations to the Board of Directors and the Executive Board regarding measures to strengthen control, minimize risks, ensure compliance with legal regulations, the Charter, and internal regulations, thereby contributing to improving the quality and efficiency of operations and fulfilling the Company's inspection and supervision duties.

Based on the provisions of Law, the Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Member of the Board of Supervisors, the Member of the Board of Supervisors self-assesses that in the past term, the collective Member of the Board of Supervisors and each Supervisor have successfully completed their assigned tasks.

3. Remuneration of the Member of the Board of Supervisors for the fiscal year 2024-2025

The total remuneration of the Member of the Board of Supervisors for the fiscal year 2024-2025 is within the framework of the plan approved by the 2024 Annual General Meeting of Shareholders, specifically as follows:

No.	Board of Supervisors	Position	Number of months	Remuneration	Bonus	Total
1	Nguyen Thi Thuy	Head of the Board of Supervisors	12	180,000,000	92,900,000	272,900,000
2	Nguyen Van Tai	Member, Board of Supervisors	12	60,000,000	111,520,000	171,520,000
3	Nguyen Van Dai	Member, Board of Supervisors	12	60,000,000	82,520,000	142,520,000
	Total			300,000,000	286,940,000	586,940,000

II. RESULTS OF SUPERVISION OF OPERATIONS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT, AND OTHER EXECUTIVES OF THE ENTERPRISE FOR THE FISCAL YEAR 2024-2025

- The Board of Directors has directed, managed, and supervised all production-business operations of the Company, seriously implemented the Resolutions of the General Meeting of Shareholders, and effectively performed its role in directing, managing, and supervising the Company's production-business operations and the executive work of the Board of Management. The Board of Directors' members have proactively carried out their assigned duties with a high sense of responsibility, always closely monitoring the actual situation, regularly attending Executive Board meetings to promptly resolve difficulties and obstacles, propose appropriate policies and solutions, and create favorable conditions for the Board of Management in its executive work.

- The Board of Directors has held all regular and extraordinary meetings, either in person or online, to implement the resolutions of the General Meeting of Shareholders as well as to approve many important resolutions and decisions. Additionally, it has issued various other documents to promptly direct the Company's operations. During meetings or through written consultations, the Board of Directors has comprehensively directed all aspects of the Company's operations, issued policies, solutions, and evaluated the results of the Company's production-business operations, such as directing the implementation of certain items to save steam in production; investing in developing stable raw material areas to ensure sufficient sugarcane for the factory's operating capacity in each phase; consuming sugar products and by-products...

- The Company has fully complied with legal regulations in its production-business operations, management, and information disclosure, as well as in its transactions.

- The Board of Management and other executives of the enterprise have managed the Company's operations in accordance with the functions, duties, and powers stipulated in the Charter of organization and operations and the Company's Internal Management Regulations.

The Member of the Board of Supervisors assesses that in the past term, the management and direction of the Board of Directors, and the executive work of the Board of Management and other executives, are in compliance with legal regulations, the Company's Charter of organization and operations, and the Resolutions of the General Meeting of Shareholders. The Board of Directors, Board of Management, and other executives of the enterprise have successfully completed the tasks assigned by the General Meeting of Shareholders, especially for the fiscal year 2024-2025, they have excellently achieved the main indicators of the production-business plan.

III. RESULTS OF SUPERVISION OF PRODUCTION-BUSINESS OPERATIONS:

1. Results of supervision of production-business operations for the fiscal year 2024-2025

1.1 Results of achieving key production-business indicators for the fiscal year 2024-2025.

Indicators		Plan 01/07/2024 to 30/06/2025	TH 01/07/2024 to 30/06/2025	Plan Completion Rate (%)
	Unit	(million VND)	(million VND)	
1. Total Revenue & Financial Income & Other Income	Million VND	1,097,000	1,199,719	109
3. Profit before Corporate Income Tax	Million VND	150	381	254,1
4. Profit after Corporate Income Tax	Million VND	150	374	249,5

- For the fiscal year 2024-2025, the Company excellently achieved its planned indicators despite a sharp decrease in domestic sugar prices. However, due to the close guidance of the Board of Directors, the Board of Management's flexible operational measures in production and product consumption, good management of economic-technical norms, cost savings, and reduction of product costs, the actual Profit after tax indicator increased by 154,1% compared to the plan approved at the 2024 Annual General Meeting of Shareholders.

- The Profit distribution and dividend division for 2024 were carried out in accordance with the Resolution of the General Meeting of Shareholders (GMS) Date September 26, 2023, with a dividend payment of 200% of charter capital, amounting to VND 195,838,900. Fund appropriation totaled VND 54,500,000. The remaining Profit after distribution is VND 1,148,088.

- The dividend division Percentage this year will be at least 50% of charter capital, as per the 2023 Resolution, or another Percentage as decided by this GMS.

1.2. Main Operations areas of the Company

a. Raw Material Operations:

In the 2024-2025 crushing season, Son La's raw material area faced many disadvantages due to severe drought conditions, lasting from late October 2024 to late April 2025. Therefore, sugarcane yield across the entire raw material area significantly decreased, greatly affecting the Company's sugarcane crushing volume. Some areas were completely

lost and had to be replanted or developed unevenly, requiring supplementary planting, and the Company had to support sugarcane farmers with seeds and funds. Some ratoon sugarcane areas also developed poorly, leading to a decrease in sugarcane yield and output for the season.

Due to the Company's timely support for replanting and supplementary planting, the sugarcane area reached 99,26% of the plan; however, the average sugarcane yield decreased by 8,85%. Therefore: Total sugarcane output only reached 90,88%, a decrease of 9,12% compared to the previous season, and sugarcane for processing reached 92,36%, a decrease of 7,64% compared to the previous season. The Investment recovery Percentage for the season reached 98,6%.

Transportation Operations: The Company coordinated with functional agencies to propagate and encourage drivers to comply with and adapt to traffic Safety regulations in sugarcane transportation; thus, sugarcane harvesting and transportation proceeded smoothly, meeting the raw material requirements for processing. However, the average sugarcane transportation freight rate for the season increased by 4,7% compared to the previous season. Reasons for this increase are due to the raw material area being pushed further away from the factory.

Regarding Investment Policies: The Board of Directors (BOD) and Executive Board have developed and issued appropriate investment, procurement, and raw material area development support Policies, ensuring a harmonious balance of interests for all parties involved in the sugarcane production value chain, such as: Road repairs, crop conversion Costs; machine-dug furrows, funding for local new rural development; support for early-maturing, high-yield sugarcane varieties, gradually implementing intensive cultivation and sugarcane care... propagating and encouraging farmers to apply correct technical procedures for planting, investing in, and caring for sugarcane to increase sugarcane yield and quality. Despite significant weather challenges, the raw material area fundamentally still met the raw material requirements for processing.

The projected area for harvesting in the 2025-2026 season will decrease due to this year's climate change. The direct income of farmers per 01 hectare of sugarcane will only range from VND 8,000,000 to VND 27,000,000 per hectare. Some areas are no longer profitable for farmers due to the harvesting cycle decreasing from 4 seasons to 2-3 seasons. These are the main Reasons significantly impacting the livelihoods of sugarcane farmers and the Company's sugarcane area and output.

Overall: Three consecutive years of drought (2023-2024-2025) have extremely negatively affected the yield and income of sugarcane farmers. Regarding new planting: In 2023 and 2024, the area of sugarcane that died was 944 hectares. In addition to the Cost of VND 8,3 billion supported by the Company to farmers, there was an estimated complete loss of VND 22,8 billion. Regarding yield and output: Sugarcane yield continuously decreased from 68 tons/hectare (2022-2023 season) to 55,6 tons/hectare (2024-2025 season). Therefore, sugarcane farmers continued to experience reduced income and became less enthusiastic about sugarcane cultivation.

b. Sugar Production and Processing Operations:

Sugar production output reached 94,51% of the plan, a decrease of 2,93% compared to the previous year due to a reduction in sugarcane input for production. Equipment safety efficiency only reached 96,83%, an increase of 1% compared to the previous year, but did not meet the plan. Production safety efficiency reached 95,35%, an increase of 5,34%

compared to the plan. Pressing efficiency reached 96,64%. Total recovery efficiency reached 87,11%.

Some economic-technical norm indicators decreased, such as the sugarcane/sugar percentage, quicklime, sugarcane juice clarifier, Sodium Hydroxide, etc. Lubricating oils and greases such as Turbine oil T46, grease L2, grease L3, etc., also decreased. However, a few auxiliary chemicals exceeded the norms, such as sulfur, H₃PO₄, Na₂CO₃, and Talosep flocculant; but the excess was insignificant.

Losses through molasses and mud remain high; the color of the finished sugar is high, and the cooking time is long. The Executive Board has also implemented specific corrective solutions for each stage.

Regarding equipment line operation, the number of remaining skilled workers is very low and thin. The percentage of newly recruited and apprentice workers is high, which somewhat affects equipment operation, technical parameters during operation, and product quality.

c. Product Sales Activities

Product sales are carried out by the Executive Board in accordance with the approval of the Board of Directors. Product Management, import, and export are strictly controlled, with no surplus or deficit arising during the fiscal year. Sugar prices decreased during the season, and purchasing power was slow, despite the company's sugar products having gained a strong position in the domestic sugar Market. The Company's sugar products have achieved ISO certification and comply with food safety and hygiene regulations.

d. Procurement of Materials and Spare Parts:

The procurement of materials, spare parts, and chemicals is carried out publicly and transparently, comparing prices to select suitable options. Materials and chemicals are supplied promptly, meeting the requirements of production and maintenance activities.

e. Other Activities:

- Although the economic efficiency of To Hieu State-owned Limited Company's participation in joint ventures and associations is progressing normally, the volume of sugarcane sold to the Company that supplies sugarcane to the Company tends to decrease.

- The Company also pays attention to the production of bio-fertilizer and fermented mud to supply to farmers, producing according to the annual registered demand of the Raw Material Enterprise. For the 2024-2025 crop year, the Company produced and supplied 2,482 tonnes of bio-fertilizer and 27,057 tonnes of mud fertilizer from processing by-products to meet the needs of households in the sugarcane raw material area. All of the above fertilizers were consumed promptly, with no stock remaining in warehouses or yards, ensuring environmental protection.

f. Labor and Payroll Activities.

- Salaries are paid fully and promptly by the Company. The average employee salary for the year increased by 3,42% compared to the previous year. During the production season, a 13th-month bonus is also provided to timely motivate the employees who have contributed to the excellent completion of the Company's business production plan. Additionally, there are bonuses for occasions such as April 30th, September 2nd, and New Year's Day. Other benefits such as Insurance, hazardous allowance, and overtime pay are implemented in strict accordance with legal regulations and ensure all mandatory

contributions by employees are made: Social Insurance, Health Insurance, Unemployment Insurance, and Trade Union Fee.

- Security and order activities ensure strict adherence to the company's internal rules and regulations. Fire prevention and fighting measures are regularly inspected, fully equipped, and well-implemented.

- **Industrial hygiene is strictly adhered to, ensuring cleanliness and good ventilation.**

- Environmental protection and treatment work, highly sensitive wastewater system Management, and good waste collection and sorting. preventing risks that could affect production Operations.

IV. APPRAISAL RESULTS OF FINANCIAL STATEMENTS FOR FISCAL YEAR 2023-2024

1. Appraisal of financial statements

- The Financial statements from July 1, 2024, to June 30, 2025, have fully and clearly presented information about events during the financial period ending on June 30, 2025, in accordance with Vietnamese Accounting standards and corporate Accounting regulations and relevant legal provisions, as reported by BDO Auditing Co., Ltd. in report No.: BC/BDO/2025.614 dated August 25, 2025, and issued an Auditing report with Unqualified opinions.

- The Member of the Board of Supervisors agrees with the independent auditor that the Financial statements have truthfully and fairly reflected in all material respects the Financial situation of the Company, Operating results, cash flows, and changes in equity for the Fiscal year ended June 30, 2025

Some basic Indicators:

Unit of measurement: VND			
	End of year balance	Beginning of year balance	% End balance / Beginning balance
A - CURRENT ASSETS	1,546,611,881,697	1,127,012,212,540	137,23
I. Cash and cash equivalents	3,208,072,612	18,532,255,431	17,31
III. Short-term receivables	1,031,898,020,449	677,894,770,383	152,22
IV. Inventories	511,505,788,636	430,580,595,516	118,79
1. Inventories	537,381,181,036	433,729,472,017	123,90
2. Provision for decline in inventory value	(25,875,392,400)	(3,148,876,501)	821,73
V. Other current assets	-	4,591,210	0,00
1. Deductible value-added tax	-	4,591,210	0,00
B - NON-CURRENT ASSETS	536,846,656,672	568,668,815,802	94,40
II. Fixed assets	516,106,497,492	549,594,966,495	93,91

III.	Long-term assets in progress	9,140,159,180	7,473,849,307	122,30
IV.	Long-term financial investments	11,600,000,000	11,600,000,000	100,00
	TOTAL ASSETS	2,083,458,538,369	1,695,681,028,342	122,87
C -	LIABILITIES	355,946,782,308	140,926,756,200	252,58
I.	Short-term debt	355,946,782,308	140,926,756,200	252,58
D -	OWNER'S EQUITY	1,727,511,756,061	1,554,754,272,142	111,11
I.	Owner's equity	1,727,511,756,061	1,554,754,272,142	111,11
1.	Owner's contributed capital	97,919,450,000	97,919,450,000	100,00
-	Common shares with voting rights	97,919,450,000	97,919,450,000	100,00
2.	Share premium	3,998,638,028	3,998,638,028	100,00
3.	Development investment fund	95,607,779,802	45,607,779,802	209,63
4.	Other equity funds	7,677,296,000	8,801,036,000	87,23
5.	Undistributed profit after tax	1,522,308,592,231	1,398,427,368,312	108,86
-	Accumulated undistributed profit after tax until end of prior period	1,148,088,468,312	872,068,384,836	131,65
-	Undistributed profit after tax for this period	374,220,123,919	526,358,983,476	71,10
	TOTAL CAPITAL SOURCES	2,083,458,538,369	1,695,681,028,342	122,87
1	Percentage of Equity to Total Capital Sources	82,92	91,69	
2	Percentage of Debt Payable to Total Capital Sources	20,60	8,31	
3	Quick Ratio	0,01	0,13	
4	Current Ratio	4,35	8,00	
5	Return on Equity	21,66	33,85	

- The financial Indicators at the end of the Fiscal year 2024-2025 (June 30, 2025) show a decrease, but it is not significant; the Percentage of Debt payable to total capital increased due to slow sugar sales, so some customers had to roll over Debts but still paid interest for late payment Days. However, the quick Solvency ratio and current Solvency ratio decreased, indicating that the Company has maximized the liquidity of its Debts, ensuring timely and punctual payment, cash flow circulation, and that the Financial situation and capital are ensured for Safety and good development.

- The net Profit margin on equity this year is lower than last year due to slow sugar sales, high Inventories, and decreasing sugar prices, leading to a decrease in Profit compared to the previous year. However, compared to other companies in the same industry, the Company still ensures better efficiency.

- Expected losses on Assets (Bad debt, Inventories) have been fully provisioned in accordance with current financial regulations.

VI. ASSESSMENT OF TRANSACTIONS BETWEEN THE COMPANY AND AFFILIATED PERSONS

Transactions between the Company and affiliated persons are conducted in strict compliance with current legal provisions. These Transactions are carried out openly and transparently, and the buying and selling of goods and Services with related parties are conducted according to Market mechanisms.

V. ASSESSMENT OF COORDINATION OF OPERATIONS BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, AND THE EXECUTIVE BOARD.

- The Board of Supervisors always receives strong support and close supervision from Shareholders, and active cooperation from the Board of Directors and the Executive Board in accordance with their functions and duties and in compliance with the Company's Charter and current laws to protect the legitimate interests of the Company and Shareholders.

- The Resolutions, Decisions, and policies of the Board of Directors and the Executive Board have been promptly provided to the Board of Supervisors. The Board of Supervisors is invited to all Board of Directors meetings to participate and provide independent opinions in the governance, administration, and production-business Operations of the Company. The Executive Board always creates favorable conditions for the Board of Supervisors to access the Company's Operations. Most of the proposals and recommendations from the Board of Supervisors are acknowledged and adopted by the Board of Directors and the Executive Board.

VI. OPERATIONS PLAN FOR 2025-2026 OF THE Board of Supervisors:

For the Fiscal year 2025-2026, the Board of Supervisors will maintain regular and periodic quarterly and annual Auditing activities in accordance with the Company's Charter and the Board of Supervisors' operating regulations, with the general objective of supervising the Company's production-business Operations and Financial situation; supervising governance and Management Operations; and coordinating Operations with the Board of Directors, the Board of Management, and Shareholders.

Specific duties:

- Supervise the implementation of Resolutions of the General Meeting of Shareholders, and Resolutions, Decisions of the Board of Directors.

- Supervise compliance with laws, the Company Charter, and the Company's regulations and rules in the management and operation of the business.

- Examine the reasonableness, legality, integrity, and prudence in the management and operation of production-business activities by the Board of Directors and the General Director Board;

- Examine the purchase of raw materials and the sale of products.

- Supervise the Company's financial situation, and the use and management of its capital.

- Supervise production and business operations, sugarcane raw material investment activities, collection of investment debts, and product cost.

- Supervise accounting work in accordance with accounting standards and financial accounting regulations.
- Review quarterly and annual Financial statements.
- Other tasks according to the functions and duties of the Board of Supervisors.

VII. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS:

1. Raw material management: Propose that the Board of Directors and Executive Board continue to implement appropriate procurement, investment, and support policies for the raw material area. Due to the large number of small households and hilly land, management for increasing acreage is quite complex. Attention should be paid to intensive farming and supplementing new sugarcane varieties with high yield and quality. Farmers need to be encouraged to apply techniques and mechanization in the fields, and use appropriate fertilizers to improve sugarcane yield and quality, increase farmers' income, and contribute to reducing the cost of sugarcane products.

2. Develop multiple distribution channels to maintain and increase product consumption market share. Promote consumption activities, accelerate capital turnover, and reduce production and business costs.

3. Continue to maximize existing experience and concentrate available resources to strongly develop the sugar processing business and other products.

4. The human resources issue needs more attention, despite consolidation and training. However, the quality of human resources is not high, and there are still many limitations regarding key successor personnel for the sugar processing factory, including the raw material factory, with a significant number of workers not yet meeting requirements. Therefore, it is necessary to continue to consolidate the organizational structure, arrange, recruit, and train, and improve professional skills in all areas, especially personnel for the sugar factory, assigning the right people to the right jobs to save costs and enhance efficiency.

This is the report on the results of task implementation for the 2024-2025 fiscal year and the activity plan for the 2025-2026 fiscal year of the Board of Supervisors of Son La Sugar Joint Stock Company. The Board of Supervisors respectfully submits it to the General Meeting of Shareholders for consideration and approval.

We wish all esteemed Shareholders and Delegates abundant health and wish the General Meeting great success.

Sincerely.

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

NGUYEN THI THUY



**SON LA SUGAR
JOINT STOCK COMPANY**

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

No: 01/TTr-HDQT/2025

Son La, August 29, 2025

PROPOSAL
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Regarding: Approval of Financial Statements for the fiscal year 2024-2025
(Summary)

To: General Meeting of Shareholders.

Pursuant to Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020;

Pursuant to the Charter on organization and operations of Son La Sugar Joint Stock Company issued under Decision No. 77/QD-HDQT/2022 dated September 21, 2022, of the Board of Directors of Son La Sugar Joint Stock Company;

Pursuant to Resolution of the 2024 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company issued on September 05, 2024;

Pursuant to Independent Auditing Report No. BC/BDO/2025.614 dated August 25, 2025, of BDO Auditing Co., Ltd. on the Financial Statements for the operating period from July 01, 2024, to June 30, 2025 (Fiscal year 2024-2025) of Son La Sugar Joint Stock Company;

The Board of Directors submits to the 2025 Annual General Meeting of Shareholders for consideration and approval the Audited Financial Statements for the fiscal year 2024-2025 (Summary), with the following main contents:

1. Business Performance Results 2024-2025

Unit: VND

Indicators	Fiscal year 2023-2024 (From 01/07/2023 - 30/06/2024)	Fiscal year 2024-2025 (From 01/07/2024 - 30/06/2025)
1. Revenue from sales and services	1,411,694,307,969	1,160,883,201,236
2. Revenue deductions		
3. Net revenue from sales and services	1,411,694,307,969	1,160,883,201,236
4. Cost of goods sold	883,632,323,544	780,144,092,465
5. Gross profit from sales and services	528,061,984,425	380,739,108,771
6. Financial income	31,751,916,756	38,035,969,027
7. Financial cost	2,774,054,792	3,793,542,996
8. Selling expenses	2,839,039,896	2,984,124,237
9. General and administrative expenses	21,847,952,508	31,478,414,920
10. Net profit from business operations	532,352,853,985	380,518,995,645

Indicators	Fiscal year 2023-2024 (From 01/07/2023 - 30/06/2024)	Fiscal year 2024-2025 (From 01/07/2024 - 30/06/2025)
11. Other income	20,371,370	800,129,387
12. Other costs	107,687,396	166,159,573
13. Other profits	-87,316,026	633,969,814
14. Total profit before tax	532,265,537,959	381,152,965,459
15. Current corporate income tax expense	5,906,554,483	6,943,899,540
16. Profit after corporate income tax	526,358,983,476	374,209,065,919
17. Basic earnings per share	53,295	37,756

2. Summary Balance Sheet

Unit: VND

	June 30, 2024	June 30, 2025
TOTAL ASSETS	1,695,681,028,342	2,083,458,538,369
A. CURRENT ASSETS	1,127,012,212,540	3,208,072,612
I. Cash and cash equivalents	18,532,255,431	3,208,072,612
II. Short-term financial investments		
III. Short-term receivables	677,894,770,383	1,031,898,020,449
IV. Inventories	430,580,595,516	511,505,788,636
V. Other current assets	4,591,210	4,591,210
B. LONG-TERM ASSETS	568,668,815,802	536,846,656,672
I. Long-term receivables		
II. Fixed assets	549,594,966,495	516,106,497,492
III. Long-term assets in progress	7,473,849,307	9,140,159,180
IV. Long-term financial investments	11,600,000,000	11,600,000,000
V. Other long-term assets		
TOTAL SOURCES OF CAPITAL	1,695,681,028,342	2,083,458,538,369
C. DEBT PAYABLE	140,926,756,200	355,946,782,308
I. Short-term debt	140,926,756,200	355,946,782,308
II. Long-term debt		
D. OWNER'S EQUITY	1,554,754,272,142	1,727,511,756,061
I. Owner's equity	1,554,754,272,142	1,727,511,756,061
1. Owner's capital contribution	97,919,450,000	97,919,450,000
2. Share premium	3,998,638,028	3,998,638,028

	June 30, 2024	June 30, 2025
3. Development investment fund	45,607,779,802	95,607,779,802
4. Other funds belonging to owner's equity	8,801,036,000	7,677,296,000
5. Undistributed profit after tax	1,398,427,368,312	1,522,308,592,231
- Accumulated undistributed profit after tax until the end of the prior period.	872,068,384,836	1,148,088,468,312
- Undistributed profit after tax for this period.	526,358,983,476	374,220,123,919
II. Other funds and funding sources		

This is a summary of the Audited Financial Statements for the fiscal year 2024-2025 (*operating period from July 01, 2024, to June 30, 2025*) of Son La Sugar Joint Stock Company (The full Financial Statements have been published on the Company's Website: <https://miaduongsongla.vn/>)

Submitted to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

Dang Viet Anh





SON LA SUGAR
JOINT STOCK COMPANY

No. 03/TTr-HĐQT/2025

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Son La, August 29, 2025

PROPOSAL

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

**Regarding: Settlement of operating costs and remuneration of the Board of Directors,
Board of Supervisors for the fiscal year 2024-2025;**

**Estimated operating costs and remuneration of the Board of Directors, Board of
Supervisors for the fiscal year 2025-2026.**

To: General Meeting of Shareholders.

Pursuant to the Charter on Organization and Operations of Son La Sugar Joint Stock Company issued together with Decision No. 77/QĐ-HĐQT/2022 dated September 21, 2022, of the Board of Directors of Son La Sugar Joint Stock Company;

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2024 of Son La Sugar Joint Stock Company issued on September 05, 2024;

Pursuant to Independent Audit Report No. BC/BDO/2025.614 dated August 25, 2025, of BDO Audit Services Company Limited regarding the auditing of Financial Statements for the operating period from July 01, 2024, to June 30, 2025 (fiscal year 2024-2025) of Son La Sugar Joint Stock Company;

The Board of Directors submits to the Annual General Meeting of Shareholders 2025 the report on the settlement of operating costs and remuneration of the Board of Directors, Board of Supervisors for the fiscal year 2024-2025, and the estimated operating costs and remuneration of the Board of Directors, Board of Supervisors for the fiscal year 2025-2026, as follows:

I. Settlement of operating costs, remuneration, and bonuses of the Board of Directors, Board of Supervisors for the fiscal year 2024-2025, with a total amount of VND 4,037,092,624 (In words: Four billion thirty-seven million ninety-two thousand six hundred twenty-four VND).

Of which:

1. Operating costs of the Board of Directors, Board of Supervisors for the fiscal year 2024-2025 (Business trip expenses, travel, client entertainment, etc.): VND 476,052,624.

2. Remuneration and bonuses of the Board of Directors, Board of Supervisors, Company Secretary for the fiscal year 2024-2025: VND 3,561,040,000. Specifically as follows:

No.	Name	Title	Num ber of mont hs	Monthly remunerat ion rate (VND)	Remunerati on amount	Bonus amount	Total
I	Board of Directors				1,260,000,000	1,654,100,000	2,914,100,000

1	Dang Viet Anh	Chairman of the Board of Directors	12	35,000,000	420,000,000	510,300,000	930,300,000
2	Tran Ngoc Hieu	Vice Chairman of the Board of Directors	12	25,000,000	300,000,000	510,000,000	810,000,000
3	Tran Thi Nhi	Member of the Board of Directors	12	15,000,000	180,000,000	157,900,000	337,900,000
4	Thai Van Hung	Member of the Board of Directors	12	15,000,000	180,000,000	328,000,000	508,000,000
5	Nguyen Truong Chinh	Member of the Board of Directors	12	15,000,000	180,000,000	147,900,000	327,900,000
II	Board of Supervisors				300,000,000	286,940,000	586,940,000
1	Nguyen Thi Thuy	Head of the Board of Supervisors	12	15,000,000	180,000,000	92,900,000	272,900,000
2	Nguyen Van Tai	Member of the Board of Supervisors	12	5,000,000	60,000,000	111,520,000	171,520,000
3	Nguyen Van Dai	Member of the Board of Supervisors	12	5,000,000	60,000,000	82,520,000	142,520,000
III	Secretary + Officer in charge of Corporate Governance				60,000,000		60,000,000
1	Tran Thi Lien	Secretary	12	5,000,000	60,000,000		60,000,000
	Total:				1,620,000,000	1,941,040,000	3,561,040,000
<i>In words: Three billion five hundred sixty-one million forty thousand VND./.</i>							

II. Estimated operating costs and remuneration of the Board of Directors, Board of Supervisors for the fiscal year 2025–2026, with a total budget of VND 2,620,000,000 (Two billion six hundred twenty million VND). Of which:

- Operating costs of the Board of Directors, Board of Supervisors: Estimated VND 1,000,000,000.

- Remuneration of the Board of Directors, Board of Supervisors, and Company Secretary: VND 1,620,000,000, specifically as follows:

No.	Position	Number of members	Remuneration level/month/person	Total remuneration (12 months)
1	Chairman of the Board of Directors	01	35,000,000	420,000,000
2	Vice Chairman of the Board of Directors	01	25,000,000	300,000,000
3	Members of the Board of Directors	03	15,000,000	540,000,000
4	Head of the Board of Supervisors	01	15,000,000	180,000,000
5	Member of the Board of Supervisors	02	5,000,000	120,000,000
6	Secretary, Officer in charge of Corporate Governance	01	5,000,000	60,000,000
Total				1,620,000,000
<i>(In words: One billion six hundred twenty million VND)</i>				

Submitted to the General Meeting of Shareholders for approval./.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**

Dang Viet Anh





**SON LA SUGAR
JOINT STOCK COMPANY**

No. 05/TTr-BKS/2025

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Son La, August 29, 2025

PROPOSAL

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Re: Selection of auditing firm for the financial statements of the 2025-2026 fiscal year
(From July 01, 2025 to June 30, 2026).

To: The General Meeting of Shareholders.

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter on organization and operations of Son La Sugar Joint Stock Company;

To carry out the audit of the financial statements for the 2025-2026 fiscal year of Son La Sugar Joint Stock Company in accordance with legal regulations and the Company's Charter. The Board of Supervisors respectfully submits to the General Meeting of Shareholders the selection of an independent auditing firm to review and audit the Company's financial statements for the 2025-2026 fiscal year under the following stipulated conditions:

- The auditing firm and auditors must be approved by The State Securities Commission to audit issuers and listed organizations as announced annually.
- The domestic and international auditing firm must have reputation, capability, experience, and meet the Company's requirements.

Based on the aforementioned conditions, the Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the authorization of the Board of Directors to decide on selecting one of the auditing firms approved by The State Securities Commission to audit public interest entities, as per the attached list, to perform the audit of the Company's financial statements for the 2025-2026 fiscal year, on the basis of meeting the stipulated conditions and ensuring maximum benefit for the Company.

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

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

Nguyen Thi Thuy



**LIST OF AUDITING FIRMS APPROVED TO AUDIT PUBLIC INTEREST
ENTITIES IN THE SECURITIES SECTOR FOR THE YEAR 2025**

*(Attached to Proposals No. 05/TTr-BKS/2025 dated August 29, 2025 of the
Board of Supervisors)*

No.	Name of company
1	KPMG Co., Ltd. (KPMG)
2	Ernst & Young Vietnam Co., Ltd. (EY Vietnam)
3	Deloitte Vietnam Company Limited (Deloitte)
4	PwC (Vietnam) Co., Ltd. (PwC)
5	AASC Auditing Firm Co., Ltd. (AASC)
6	Grant Thornton (Vietnam) Limited
7	A&C Auditing and Consulting Co., Ltd. (A&C)
8	Ecovis AFA Vietnam Auditing & Consulting Co., Ltd. (Ecovis AFA)
9	CPA VIETNAM Auditing Co., Ltd. (CPA VIETNAM)
10	Chuan Viet Auditing and Consulting Co., Ltd. (Chuan Viet)
11	Southern Auditing and Accounting Consulting Services Co., Ltd. (AASCS)
12	An Viet Auditing Co., Ltd. (An Viet CPA)
13	Vaco Auditing Co., Ltd. (Vaco)
14	Sao Viet Auditing Co., Ltd. (Sao Viet)
15	RSM Vietnam Auditing & Consulting Co., Ltd. (RSM)
16	AFC Vietnam Auditing Co., Ltd. (AFC)
17	AAC Auditing and Accounting Co., Ltd. (AAC)
18	NVA Auditing Co., Ltd. (NVA)
19	Moore AISC Auditing and Consulting Co., Ltd. (Moore AISC)
20	UHY Auditing and Consulting Services Co., Ltd. (UHY)
21	Nhan Tam Viet Auditing Co., Ltd. (NTV)
22	Vietnam Auditing and Valuation Co., Ltd. (VAE)
23	International Auditing Co., Ltd. (ICPA)
24	BDO Auditing Co., Ltd. (BDO)
25	FAC Auditing Co., Ltd. (FAC)
26	Vietnam Auditing and Valuation Co., Ltd. (AVA)
27	International Auditing and Valuation Co., Ltd. (IAV)





CÔNG TY CỔ PHẦN MÍA ĐƯỜNG SƠN LA
SONLA SUGAR JOINT STOCK COMPANY

Km 34 National Highway 6, Mai Son Commune, Son La Province.

Website : <https://miaduongsomla.vn>; Phone: 02123.843.274

VOTING BALLOT
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

September 23, 2025

Full name of shareholder (or authorized representative):

Number of voting shares:..... shares.

VOTING ITEMS

No.	Content of the Voting Item	Voting Opinion		
		Agree	Disagree	Abstain
1	Report of the Board of Management on the business results for the fiscal year 2023–2024 (from July 01, 2023 to June 30, 2024) and the business plan for the fiscal year 2024–2025 (from July 01, 2024 to June 30, 2025)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Report on the operations of the Board of Directors for fiscal year 2024–2025 and orientation for fiscal year 2025–2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Report on the operations of the Board of Supervisors for fiscal year 2024–2025 and orientation for fiscal year 2025–2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approval of the audited financial statements for the fiscal year 2024–2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approval of the Proposal of the Board of Directors on profit distribution for fiscal year 2024–2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approval of the Remuneration Report of the Board of Directors and Board of Supervisors for fiscal year 2024–2025; expected remuneration for fiscal year 2025–2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Approval of the Proposal of the Board of Directors on the business plan for fiscal year 2025–2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Approval of the Proposal on the selection of the auditing firm for the financial statements of fiscal year 2025–2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Son La, September 23, 2025

Voter

(Signature, full name)

Notes:

- Shareholders are kindly requested to mark "X" in the appropriate box.
- After voting, please return the voting ballot to the Vote Counting Committee for summarization..



CÔNG TY CỔ PHẦN MÍA ĐƯỜNG SƠN LA

SONLA SUGAR CANE JOINT STOCK COMPANY

Km 34 National Highway 6, Mai Son Commune, Son La Province.

Website : <https://miaduongsomla.vn>; Phone: 02123.843.274

VOTING CARD

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

September 23, 2025

Full name of shareholder:

Full name of authorized representative:

Meeting attendance code:

Number of voting shares: **shares**



**SON LA SUGAR
JOINT STOCK COMPANY**

No. 01/NQ-DHĐCDTN2025

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Son La, September 23, 2025

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
SON LA SUGAR JOINT STOCK COMPANY

Pursuant to Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020;

Pursuant to Securities Law No. 54/2019/QH14 issued on November 26, 2019;

Pursuant to the Charter on organization and operations of Son La Sugar Joint Stock Company issued on September 21, 2022;

Pursuant to the Working Regulation of the General Meeting of Shareholders of Son La Sugar Joint Stock Company dated September 23, 2025;

Pursuant to the Ballot Counting Minutes of the Vote Counting Committee dated September 23, 2025, at the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company held on September 23, 2025.

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Son La Sugar Joint Stock Company held on September 23, 2025;

RESOLVES

Article 1: Approves the Report of the Board of Management on the business results for the fiscal year 2024 - 2025 and the business plan for the fiscal year 2025-2026 (*details in the AGM meeting documents*).

Article 2: Approves the Report on the Operations of the Board of Directors for the fiscal year 2024 - 2025; Operational orientation for the fiscal year 2025-2026 (*details in the AGM meeting documents*).

Article 3: Approves the Report on the Operations of the Board of Supervisors for the fiscal year 2024 - 2025; Operational orientation for the fiscal year 2025-2026 (*details in the AGM meeting documents*).

Article 4: Approves the Audited Financial Statements for the fiscal year 2024 - 2025 of Son La Sugar Joint Stock Company (*details in the AGM meeting documents*).

Article 5: Approves the Profit distribution plan for the fiscal year 2024 - 2025 (*details in the AGM meeting documents*).

Article 6: Approves the settlement of Operating Cost and Remuneration for the Board of Directors and Board of Supervisors for the fiscal year 2024 - 2025, and the estimated Operating Cost and Remuneration for the Board of Directors and Board of Supervisors for the fiscal year 2025-2026 (*details in the AGM meeting documents*).

Article 7: Approves the business plan for the fiscal year 2025 - 2026 (*details in the AGM meeting documents*).

Resolution of the 2025 Annual General Meeting of Shareholders – SLS

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Article 8: Approves the authorization for the Board of Directors to decide on selecting 01 (one) from the list of Auditing firms to audit the Financial statements for the fiscal year 2025-2026 of Son La Sugar Joint Stock Company with the following conditions:

- The Auditing firm and auditors must be approved by The State Securities Commission to audit for issuing organizations and listed organizations that are Announced annually.
- Reputable domestic and international Auditing firms with capability and experience that meet the Company's requirements.

Article 9: The Decisions and Content stated in this Resolution have been approved by the 2025 AGM of Son La Sugar Joint Stock Company and shall be effective from the Date of signing and issuance.

The meeting documents of the 2025 AGM, including: Meeting Minutes, Reports, and Proposals approved at the 2025 AGM of Son La Sugar Joint Stock Company, are an integral part of the 2025 AGM Resolution. The Board of Directors, Board of Supervisors, General Director, all Shareholders, and relevant departments and individuals of Son La Sugar Joint Stock Company are responsible for implementing this Resolution./.

**ON BEHALF OF THE AGM
CHAIRPERSON**

Recipients:

- As per Article 9;
- Archive: Office of Administration

Dang Viet Anh

