

REPORT
ON CORPORATE GOVERNANCE
(Annual-Report 2025)

To: - The State Securities Commission of Vietnam;
- The Hanoi Stock Exchange.

- Name of Company: **SONADEZI GIANG DIEN SHAREHOLDING COMPANY**
- Address: 1st Floor, No. 1, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province
- Telephone: (0251) 3833388; Fax: (0251) 3833399
- Email: szg@sonadezi-giangdien.vn
- Charter Capital: 548,980,000,000 VND
- Stock Symbol: SZG
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.

I. Activities of the General Meeting of Shareholders.

Information on the meetings and Resolutions/Decisions of the General Meeting of Shareholders (GMS) in 2025.

No.	Resolution/Decision No.	Date	Content
1	188/NQ-SZG	18/04/2025	1. Approval of the report on business performance results in 2024 and the business plan for 2025.
			2. Approval of the report on activities of the Board of Directors in 2024 and the activity plan for 2025.
			3. Approval of the report of the Board of Supervisors.
			4. Approval of the audited Financial Statements for 2024.

No.	Resolution/Decision No.	Date	Content
			5. Approval of the settlement of remuneration for 2024 and the plan for payment of remuneration and operating expenses for 2025 of the Board of Directors and the Board of Supervisors.
			6. Approval of the profit distribution for 2024.
			7. Approval of the plan for distribution of profit after tax and the dividend payout ratio for 2025.
			8. Approval of the plan for selection of the auditing firm for the Financial Statements for 2025.
			9. Approval of the dismissal and additional election of a Member of the Board of Supervisors for the remaining term of Term II (2022–2027).
			10. Approval of amendments and supplements to the Charter, the Internal Corporate Governance Regulations, and the Working Regulations of the Board of Directors of the Company.

II. Board of Directors:

1. Information on Members of the Board of Directors (BoD):

No.	Members of the Board of Directors	Position	The date becoming/ceasing to be the member of the BoD	
			Date of appointment	Date of dismissal
1	Mrs. Nguyen Thi Hanh	Chairman of the BoD	18/12/2023	
2	Mr. Tran Hoai Nam	Member of the BoD	07/04/2022	
3	Mr. Tran Tan Nhat	Member of the BoD	07/04/2022	
4	Mr. Ngo Xuan Quang	Member of the BoD	07/04/2022	
5	Mr. Hoang Sy Quyet	Member of the BoD	21/05/2024	

2. Meetings of the Board of Directors:

No.	Members of the Board of Directors	Numbers of Meetings attended of the BoD (*)	Attendance Rate	Reasons for absence
1	Mrs. Nguyen Thi Hanh	5	5/5	
2	Mr. Tran Hoai Nam	5	5/5	
3	Mr. Tran Tan Nhat	5	5/5	
4	Mr. Ngo Xuan Quang	5	5/5	
5	Mr. Hoang Sy Quyet	5	5/5	

3. Supervisory Activities of the Board of Directors over the Board of Management:

In 2025, the Board of Directors issued resolutions/decisions related to production and business matters in order to implement the plan assigned by the General Meeting of Shareholders, and directed the General Director to implement such resolutions in accordance with the provisions of law and the Company's Charter.

The Board of Directors regularly monitored the implementation of its Resolutions and the matters delegated to the General Director, requiring the General Director to submit periodic and extraordinary reports on the results achieved as well as difficulties encountered.

In performing its rights and responsibilities, the Board of Directors has consistently complied with the Company's current regulations and the law to ensure the legitimate interests of shareholders and the Company.

4. Activities of the Subcommittees under the Board of Directors (if any): None

5. Resolutions/Decisions of the Board of Directors in the Semi-Annual-Report 2025:

In 2025, the Board of Directors held 05 meetings and conducted 19 rounds of written opinion collection from members of the Board of Directors. The meetings were convened in full compliance with the order and procedures prescribed in the Company's Charter, with the full participation of members of the Board of Directors, and approved the following specific matters:

No.	Resolution/Decision No.	Date	Content	Approval rate
01	07/QĐ-SZG-HĐQT	09/01/2025	Decision on the policy and pricing guidelines for leasing Dong Nai Villas	100%
02	26/QĐ-SZG-HĐQT	20/01/2025	Decision on the additional provision and reversal of provision for doubtful debts for the second half of 2024	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
03	27/QĐ-SZG-HĐQT	20/01/2025	Decision on the temporary appropriation to the Development Investment Fund for 2024	100%
04	14/QĐ-SZG-HĐQT	22/01/2025	Decision on the dismissal of the personnel assigned as the capital representative of Sonadezi Giang Dien Joint Stock Company at Tin Nghia Corporation Joint Stock Company	100%
05	15/QĐ-SZG-HĐQT	22/01/2025	Decision on the appointment of personnel as the capital representative of Sonadezi Giang Dien Shareholding Company at Tin Nghia Corporation	100%
06	29/NQ-SZG-HĐQT	14/02/2025	Decision on the organization of the Annual General Meeting of Shareholders for 2025	100%
07	17/QĐ-SZG-HĐQT	14/02/2025	Decision on the approval of adjustments to the contractor selection plan for audit-related packages for Workshops No. 1–16 under the Investment Project for the Lease Factory Complex in Giang Dien Industrial Zone.	100%
08	34/QĐ-SZG-HĐQT	24/02/2025	Decision on the business policy for office/leased premises and additional services at Sonadezi Building, effective from 01/02/2025	100%
09	35/QĐ-SZG-HĐQT	24/02/2025	Decision on the approval of the rental price framework for land sublease and factory lease in Giang Dien Industrial Zone for 2025	100%
10	39/QĐ-SZG-HĐQT	26/02/2025	Decision on the signing of the “Cleaning Services Contract at Sonadezi Building” with Sonadezi Giang Dien Shareholding Company for 2025	100%
11	64/QĐ-SZG-HĐQT	28/04/2025	Decision on the distribution and payment of additional remuneration	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			to the Board of Directors and the Board of Supervisors for 2024	
12	65/QĐ-SZG-HĐQT	28/04/2025	Decision on the dividend payment for 2024	100%
13	70/QĐ-SZG-HĐQT	28/04/2025	Decision on the promulgation of the Salary and Bonus Regulations of Sonadezi Giang Dien Shareholding Company for 2024	100%
14	73/QĐ-SZG-HĐQT	06/06/2025	Decision on the investment policy for the new construction of a D600 wastewater drainage pipeline to accommodate the increased wastewater volume of Kim Bao Son (VN) International Co., Ltd. at Giang Dien Industrial Zone	100%
15	72/QĐ-SZG-HĐQT	09/06/2025	Decision on the selection of the auditing firm to audit the Company's Financial Statements for 2025	100%
16	76/QĐ-SZG-HĐQT	20/06/2025	Decision on the temporary appropriation to the Manager Bonus Fund for 2025	100%
17	80/QĐ-SZG-HĐQT	24/06/2025	Decision on establishment of the appraisal team for the contractor selection plan of bidding packages under the project Wastewater Drainage Pipeline on Road DCD.09 (from DCD.08 to DCD.14) – left side of the route at Giang Dien Industrial Zone.	100%
18	81/QĐ-SZG-HĐQT	01/07/2025	Decision on approval of the contractor selection plan for bidding packages under the project Wastewater Drainage Pipeline on Road DCD.09 (from DCD.08 to DCD.14) – left side of the route at Giang Dien Industrial Zone.	100%
19	93/QĐ-SZG-HĐQT	18/08/2025	Decision on the temporary allocation and distribution of the 2025 Management Bonus Fund	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
20	130/QĐ-SZG-HĐQT	11/11/2025	Decision on the approval of the policy to transfer Factory 04 and lease back the land attached to the factory for Dongshin Viet Nam Company Limited.	100%
21	131/QĐ-SZG-HĐQT	11/11/2025	Decision on the approval of the policy to transfer Factory 05 and lease back the land attached to the factory for Good View Plastics (Viet Nam) Company Limited.	100%
22	132/QĐ-SZG-HĐQT	11/11/2025	Decision on the issuance of the Regulation on the organization and implementation of the emulation and reward work of Sonadezi Giang Dien Shareholding Company.	100%
23	133/QĐ-SZG-HĐQT	11/11/2025	Decision on the issuance of the Regulation on contractor selection for Sonadezi Giang Dien Shareholding Company.	100%
24	109/NQ-SZG-HĐQT	08/10/2025	Resolution on approval of transactions with a related party being Sonadezi Corporation.	100%
25	110/NQ-SZG-HĐQT	10/10/2025	Resolution on adjustment of the contract value with a related party being Sonadezi Corporation.	100%
26	77/QĐ-SZG-HĐQT	23/12/2025	Decision on payment of the 13th-month bonus, KPI-based salary, additional salary for employees terminating labor contracts, and the total additional salary for the Company's employees.	100%
27	141/QĐ-SZG-HĐQT	23/12/2025	Decision on adjustment of salary levels for the Company's Board of Management.	100%
28	544/NQ-SZG-HĐQT	31/12/2025	Decision on approval of the orientation for execution of contracts/appendices and transactions with related parties in 2026.	100%

III. Board of Supervisors (Annual-Report 2025):

1. Information on Members of the Board of Supervisors (BoS):

No.	Members of the Board of Supervisors	Position	The date becoming/ceasing to be the member of the BoS		Qualification
			Date of appointment	Date of dismissal	
1	Mrs. Nguyen Thi Huyen Trang	Head of the BoS	21/05/2024	18/04/2025	Bachelor of Accounting
2	Mrs. Trinh Thi Hoa	Head of the BoS	18/04/2025		Master of Business Administration, Bachelor of Corporate Accounting
3	Mrs. Nguyen Tu Loan	Member of the BoS	07/04/2022		Master of Accounting
4	Mr. Tran Viet Long	Member of the BoS	07/04/2022		Bachelor of Finance – Banking, Engineer in Transportation Construction Works

2. Meetings of the Board of Supervisors:

No.	Members of Board of Supervisors	Numbers of Meetings attended of the BoS (*)	Attendance Rate	Lý do không tham dự họp
1	Mrs. Trinh Thi Hoa	1/9	11,11%	Appointed from 18/04/2025
2	Mrs. Nguyen Thi Huyen Trang	8/9	88,89%	Dismissed from 18/04/2025
3	Mrs. Nguyen Tu Loan	9/9	100%	
4	Mr. Tran Viet Long	7/9	77,78%	Did not attend 02/09 meetings (meetings held on 20/01/2025 and 19/02/2025) due to the short notice for opinion

No.	Members of Board of Supervisors	Numbers of Meetings attended of the BoS (*)	Attendance Rate	Lý do không tham dự họp
				collection and business commitments.

No.	Content	Meeting date	Attendance rate	Voting rate
1	Meeting 1	16/01/2025	3/3	2/3 Approved (Mr. Tran Viet Long Disapproved)
2	Meeting 2	17/01/2025	3/3	2/3 Approved (Mr. Tran Viet Long Abstained)
3	Meeting 3	20/01/2025	2/3	2/2 Approved
4	Meeting 4	17/02/2025	3/3	3/3 Approved
5	Meeting 5	19/02/2025	3/3	2/3 Approved (Mr. Tran Viet Long Abstained)
6	Meeting 6	19/02/2025	2/3	2/2 Approved
7	Meeting 7	26/03/2025	3/3	3/3 Approved
8	Meeting 8	26/03/2025	3/3	3/3 Approved
9	Meeting 9	18/04/2025	3/3	3/3 Approved

3. Supervisory activities of the Board of Supervisors:

In 2025, the Board of Supervisors regularly examined and supervised the operations of the Board of Directors and the Board of Management, in accordance with its functions, duties, and powers as prescribed by the Enterprises Law and the Company's Charter, in the implementation of production and business targets pursuant to the Resolutions of the General Meeting of Shareholders.

4. Coordination Between the Board of Supervisors and the Activities of the Board of Directors, the Board of Management, and Other Management Personnel:

The Board of Supervisors coordinated with members of the Board of Directors and the General Director in accordance with their functions and duties as prescribed by law and the Company's Charter. The Board of Directors, the General Director, and other managers provided complete and timely information and documents related to the

management and operation of the Company's business activities at the request of the Board of Supervisors, thereby facilitating supervisory activities.

The Board of Supervisors was invited to and fully attended meetings of the Board of Directors. Based on its supervisory function, the Board of Supervisors provided comments and recommendations on matters related to compliance with laws, the Company's Charter, Resolutions of the General Meeting of Shareholders, and the Company's internal regulations, including regulations on salary and remuneration as well as emulation and reward regulations; and proposed the review and adjustment of relevant provisions to ensure compliance with current laws, the orientation of Sonadezi Corporation, and the actual situation of the Company.

In addition, the Board of Supervisors coordinated with professional departments in the preparation and submission of periodic reports in full compliance with the regulations of Sonadezi Corporation.

IV. Board of Management

No.	Members of the Board of Management	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Mr. Hoang Sy Quyet	10/11/1981	Engineer in Postal and Telecommunications Economics; Engineer in Transportation Construction Engineering	18/12/2023	
2	Mr. Ngo Xuan Quang	24/10/1976	Civil Engineer	07/04/2022	

V. Chief Accountant

Full Name	Date of Birth	Qualifications	Date of Appointment
Nguyen Duy Hoa	24/07/1988	Bachelor of Accounting	01/11/2024

VI. Training courses on corporate governance:

Corporate governance training courses attended by members of the Board of Directors, members of the Board of Supervisors, the General Director, other management personnel, and the Company Secretary in accordance with corporate governance regulations: *No training courses were attended in the Annual-Report 2025.*

VII. The list of affiliated persons of the public company (Annual-Report 2025 report) and transactions of affiliated persons of the Company.

1. List of affiliated persons of the Company.

(Appendix 1 attached)

2. Transactions between the Company and its affiliated persons; or between the Company and major shareholders, internal persons, or affiliated persons of internal persons.

(Appendix 2 attached)

3. Transactions between the Company's internal persons or affiliated persons of internal persons with subsidiaries or companies under the Company's control: None

4. Transactions between the Company and other parties: None

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers have been or are currently founding shareholders or members of the Board of Directors or General Director within the past three (03) years (as of the reporting date)

4.2. Transactions between the Company and companies in which affiliated persons of members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers serve as members of the Board of Directors or General Director.

4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, the General Director, or other managers.

VIII. Share Transactions of Internal person and Affiliated Person of Internal person (Semi-Annual-Report 2025 report)

1. List of internal persons and affiliated persons of internal persons.

(Appendix 3 attached)

2. Transactions of internal persons and affiliated persons involving the Company's shares:
None

IX. Other noteworthy matters: None

Recipients: *Uuc*

- The State Securities Commission of Vietnam;
- The Hanoi Stock Exchange;
- Archive: Office, Board of Directors

**ON BEHALF OF THE
BOARD OF DIRECTORS
Chairman**



Nguyen Thi Hanh

APPENDIX 01: THE LIST OF AFFILIATED PERSONS OF THE COMPANY
(Promulgated with the Report No.: /BC-SZG dated /01/2026)

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	No.*, date of issue, place of issue	Address	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons	Relationship with the Company
I Board of Directors									
1	Mrs. Nguyen Thi Hanh		Chairman of the Board of Directors			06/07/2017			Internal person
2	Mr. Tran Hoai Nam		Member of the Board of Directors			27/04/2021			Internal person
3	Mr. Tran Tan Nhat		Member of the Board of Directors			27/04/2021			Internal person
4	Mr. Ngo Xuan Quang		Member of the Board of Directors - Deputy General Director			07/04/2022			Internal person
5	Mr. Hoang Sy Quyet		Member of the Board of Directors - General Director			18/12/2023			Internal person
II Board of Supervisors									
1	Mrs. Trinh Thi Hoa		Head of the Board of Supervisors			18/05/2025		Appointed	Internal person



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	No. *, date of issue, place of issue	Address	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons	Relationship with the Company
2	Mrs. Nguyen Thi Huyen Trang		Head of the Board of Supervisors			21/05/2024	18/05/2025	Dismissed	Internal person
3	Mrs. Nguyen Tu Loan		Member of the Board of Supervisors			07/04/2022			Internal person
4	Mr. Tran Viet Long		Member of the Board of Supervisors			07/04/2022			Internal person
III Board of Management									
1	Mr. Hoang Sy Quyet		Member of the Board of Directors - General Director			18/12/2023			Internal person
2	Mr. Ngo Xuan Quang		Member of the Board of Directors - Deputy General Director			07/04/2022			Internal person
III Chief Accountant									
1	Mr. Nguyen Duy Hoa		Chief Accountant			01/11/2024		Appointed	Internal person
IV Company Administration									

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No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	No. *, date of issue, place of issue	Address	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons	Relationship with the Company
1	Mrs. Dau Thi Ngoc Ha		Company Administration			02/08/2021			Internal person
V	Shareholders hold over 10%								
1	Sonadezi Corporation					01/07/2017			Shareholders hold over 10%

APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND IT'S AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL
(Promulgated with the Report No.: 26/BC-SZG dated 26/01/2026)

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Sonadezi Environment Joint Stock Company	Organizations related to Insiders	Business Registration Certificate: 3600274914; Date of issue: 07/08/2008 and amended registration (14th revision) on 15/09/2025; Place of issue: Department of Finance of Dong Nai Province	No. 12, Huynh Van Nghe Street, Tran Bien Ward, Dong Nai Province	Year 2025	Resolution No.164/NQ-SZG-HĐQT dated 24/12/2024 of the Board of Directors of the Company	Waste transportation and treatment fees at Giang Dien Industrial Park and Sonadezi Building: VND 214.650.000	Purchase
2	Dong Nai Water Joint Stock Company	Organizations related to Insiders	Business Registration Certificate: 3600259296; Date of issue: 07/04/2004 and amended registration (11th revision) on 07/03/2025; Place of issue: Department of Finance of Dong Nai Province	No. 48, Cach Mang Thang Tam Street, Tran Bien Ward, Dong Nai Province	Year 2025	Decision No.: 177/QĐ-SZG-HĐQT dated 05/08/2022 of the Board of Directors of the Company	Domestic water supply at Sonadezi Building, Giang Dien Industrial Park, and Block E Building: VND 24.859.530.360	Purchase
						Resolution No.164/NQ-SZG-HĐQT dated 24/12/2024 of the Board of Directors of the Company	Doriv bottled water: VND 10.800.000	Purchase
3	Sonadezi Chau Duc Shareholding Company	Organizations related to Insiders	Business Registration Certificate: 3600899948; Date of issue: 26/06/2007 and amended registration (14th revision) on 23/09/2025; Place of issue: Department of Finance of Dong Nai Province	9th Floor, Sonadezi Building, No. 1, Street 1, Bien Hoa 1 Industrial Park, Tran Bien Ward, Dong Nai Province	Year 2025	Office lease contract at Sonadezi Building 003/HĐTVP/BDH dated 30/12/2021	Office rental at Sonadezi Building: VND 1.384.947.651	Sale



No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
4	Sonadezi Services Joint - Stock Company	Organizations related to Insiders	Business Registration Certificate: 3600890938; Date of issue: 15/05/2007 and amended registration (15th revision) on 14/07/2025; Place of issue: Department of Finance of Dong Nai Province	8th Floor, Sonadezi Building, No. 1, Street 1, Bien Hoa 1 Industrial Park, Tran Bien Ward, Dong Nai Province	Year 2025	Decision No.317/QĐ-SZG-HĐQT dated 28/12/2022 of the Board of Directors of the Company	Wastewater treatment service at Sonadezi Building: VND 98.725.092	Purchase
						Decision No.122/QĐ-SZG-HĐQT dated 30/05/2023 of the Board of Directors of the Company	Preparation of the proposal report for environmental license issuance for the project "Investment in Construction and Operation of the Sonadezi Building": VND 111.000.000	Purchase
						Decision No.39/QĐ-SZG-HĐQT dated 26/02/2025 of the Board of Directors of the Company	Cleaning services at Sonadezi Building: VND 1.815.204.600	Purchase
						Resolution No.164/NQ-SZG-HĐQT dated 24/12/2024 of the Board of Directors of the Company	Rotation and relocation of greenery at Sonadezi Building: VND 167.266.000	Purchase
						Resolution No.164/NQ-SZG-HĐQT dated 24/12/2024 of the Board of Directors of the Company	Cleaning services at the Giang Dien Industrial Park Office: VND 294.432.000	Purchase
						Resolution No.164/NQ-SZG-HĐQT dated 24/12/2024 of the Board of Directors of the Company	Office rental at Sonadezi Building: VND 2.179.904.526	Sale
						Decision No.184/QĐ-SZG-HĐQT dated 17/8/2022 of the Board of Directors of the Company	Meeting room rental service: VND 7.600.000	Sale
5	Sonadezi Corporation	Shareholders hold over 10%, Organizations related to Insiders	Business Registration Certificate: 3600335365; Date of issue: 07/10/2025; Place of issue: The Department of Finance of Dong Nai province	No. 1, Street No. 1, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province, Vietnam	Year 2025	Decision No.120/QĐ-SZG-HĐQT dated 14/06/2022 of the Board of Directors of the Company	Leasing an office at Sonadezi Building: VND 3.619.176.138	Sale
						Resolution No.109/NQ-SZG-HĐQT dated 08/10/2025 and No.110/NQ-SZG-HĐQT dated 10/10/2025 of the Board of Directors of the Company	Assignment of Sonadezi Building: VND 167.285.117.387	Sale
						Land lease contract No.84/HĐTB/BH1 dated 08/12/2017	Leasing land in Bien Hoa 1 Industrial Park: VND 134.752.336	Purchase



SONAĐEZI CORPORATION
SONAĐEZI GIANG ĐIỀN SHAREHOLDING COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

APPENDIX 03: TRANSACTIONS BETWEEN THE COMPANY AND THE COMPANY THAT ITS MEMBERS OF BOARD OF MANAGEMENT, THE BOARD OF SUPERVISORS, DIRECTOR (GENERAL DIRECTOR) HAVE BEEN FOUNDING MEMBERS OR MEMBERS OF BOARD OF DIRECTORS, OR CEOs IN THREE (03) LATEST YEARS
(Promulgated with the Report No.: XX/BC-SZG dated XX/01/2026)

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Sonadezi Corporation	Shareholders hold over 10%, Organizations related to Insiders	Business Registration Certificate: 3600335363; Date of issue: 07/10/2025; Place of issue: The Department of Finance of Dong Nai province	No. 1, Street No. 1, Bien Hoa 1 Industrial Zone, Tran Bien Ward, Dong Nai Province, Vietnam	Year 2025	Decision No.120/QĐ-SZG-HDQT dated 14/06/2022 of the Board of Directors of the Company	Leasing an office at Sonadezi Building: VND 3.619.176.138	Sale
						Resolution No.109/NQ-SZG-HĐQT dated 08/10/2025 and No.110/NQ-SZG-HĐQT dated 10/10/2025 of the Board of Directors of the Company	Assignment of Sonadezi Building: VND 167.285.117.387	Sale
						Land lease contract No.84/HĐTĐ/BH1 dated 08/12/2017	Leasing land in Bien Hoa 1 Industrial Park: VND 134.752.336	Purchase

APPENDIX 04: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS
(Promulgated with the Report No.: 26/BC-SZG-HDQT dated 28/01/2026)

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
I Members of the Board of Directors; Managers								
1	Mrs. Nguyen Thi Hanh		Chairman of the Board of Directors			13.175.520 shares (Representative of SNZ shares)	24%	Internal person
1.1	Nguyen Van Trung							Father
1.2	Vo Thi Trung							Mother
1.3	Dang Nhu Quynh					0	0%	Child
1.4	Nguyen Trung Hieu					0	0%	Sibling
1.5	Huynh Anh Dao					0	0%	Sister-in-law
1.6	Sonadezi Corporation					25.500.000	46,45%	Mrs. Nguyen Thi Hanh is a Member of the Board of Directors, Deputy General Director, Capital Representative at SZG

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
	The subsidiaries of Sonadezi Corporation							
1.7	Dong Nai Water Joint Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.8	Sonadezi Environment Joint Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.9	Dong Nai Port Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.10	Industrial Urban Development Joint - Stock Company No 2					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.11	Sonadezi Long Thanh Shareholding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.12	Sonadezi Long Binh Share Holding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.13	Sonadezi Services Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.14	Sonadezi Chau Duc Shareholding Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company

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1.15	Sonadezi An Binh Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.16	Sonadezi Khanh Hoa Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
1.17	Sonadezi Binh Thuan Joint-Stock Company					0	0%	Mrs. Nguyen Thi Hanh is the manager at the parent company
2	Mr. Tran Hoai Nam		Member of the Board of Directors			0	0%	Internal person
2.1	Tran Huyen Chinh					0	0%	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.2	Cao Khanh Thu					0	0%	Mother
2.3	Nguyen Minh Bao Ngoc					0	0%	Wife
2.4	Tran Minh Huy					0	0%	Child
2.5	Tran Gia Han					0	0%	Child
2.6	Tran Huyen Khanh Nhi					0	0%	Sibling
2.7	Huynh Gia Thanh					0	0%	Brother-in-law
2.8	Nguyen Thi Binh Minh					0	0%	Mother-in-law
2.9	Nguyen Minh Duc					0	0%	Father-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3	Mr. Ngo Xuan Quang		Member of the Board of Directors - Deputy General Director			7.685.720 shares (Representative of SNZ shares)	14%	Internal person
3.1	Ngo Xuan Hong					0	0%	Father
3.2	Le Thi Voi					0	0%	Mother
3.3	Vu Thi Oanh					0	0%	Wife
3.4	Ngo Vu Ngoc Ninh					0	0%	Child
3.5	Ngo Vu Ngoc Van					0	0%	Child
3.6	Ngo Van Quang					0	0%	Sibling
3.7	Le Thi Hoi					0	0%	Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.8	Ngo Huu Ky					0	0%	Sibling
3.9	Tong Hoang Ngan					0	0%	Sister-in-law
3.10	Le Thi Cuc					0	0%	Mother-in-law
3.11	Vu Minh Huyen					0	0%	Father-in-law
3.12	Sonadezi Corporation					25.500.000	46,45%	Mr. Ngo Xuan Quang is the Capital Representative at SZG
4	Mr. Hoang Sy Quyet		Member of the Board of Directors – General Director			0	0%	Internal person
4.1	Hoang Van Que					0	0%	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.2	Dang Thi Hue					0	0%	Mother
4.3	Mai Thi Bich Phuong					0	0%	Wife
4.4	Hoang Phuong Thao					0	0%	Child
4.5	Hoang Dang Quang					0	0%	Child
4.6	Hoang Quoc Quan					0	0%	Sibling
4.8	Mai Van Thanh					0	0%	Father-in-law
4.9	Tran Thi Loan					0	0%	Mother-in-law
5	Mr. Tran Tan Nhat		Member of the Board of Directors			0	0%	Internal person

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.1	Tran Trong					0	0%	Father
5.2	Le Thi Ry					0	0%	Mother
5.3	Tran Le Anh					0	0%	Sibling
5.4	Nguyen Thi Mai Phuong					0	0%	Wife
5.5	Tran Nguyen Phuong Linh					0	0%	Child
5.6	Tran Nhat Minh					0	0%	Child
5.7	Tran Thi Minh Duc					0	0%	Sibling

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.8	Hoang Dac Cuong					0	0%	Brother-in-law
5.9	Nguyen Tan Cuong					0	0%	Father-in-law
5.10	Truong Thi Tuyen Mai					0	0%	Mother-in-law
II Chief Accountant								
1	Mr. Nguyen Duy Hoa		Chief Accountant			0	0%	Internal person
1.1	Nguyen Dinh Trung					0	0%	Father
1.2	Banh Thi Hoa					0	0%	Mother
1.3	Le Thi Lan					0	0%	Wife

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.4	Nguyen Le Phuong Nhi					0	0%	Child
1.5	Nguyen Hoang Yen					0	0%	Child
1.6	Nguyen Dang Khoa					0	0%	Child
1.7	Nguyen Van Bao					0	0%	Sibling
1.8	Le Van Hung					0	0%	Father-in-law
1.9	Nguyen Thi Hoa					0	0%	Mother-in-law
1.10	Petro Vietnam Phuoc An Port Investment & Operation Joint Stock Company					0	0%	Mr. Nguyen Duy Hoa is the Chief Accountant
III Board of Supervisors								

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Trinh Thi Hoa		Head of the Board of Supervisors			4,638,760 shares (Representative of SNZ shares) 1,200 shares (Individual ownership)	8.45%	Mrs. Trinh Thi Hoa was appointed on April 18, 2025
1.1	Trinh Van Duc					0	0%	Father
1.2	Quach Thi Tuoi					0	0%	Mother
1.3	Trinh Hong Anh					0	0%	Sibling
1.4	Nguyen Duc Trung					0	0%	Brother-in-law
1.5	Le Minh Hai					0	0%	Husband
1.6	Le Minh Hoai Khue					0	0%	Child
1.7	Le Van Thu					0	0%	Father-in-law
1.8	Tran Thiu Thao					0	0%	Mother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.9	Sonadezi Long Thanh Joint-Stock Company					0	0%	Ms. Trinh Thi Hoa is a Member of the Supervisory Board
1.10	Sonadezi Corporation					25.500.000	46,45%	Ms. Trinh Thi Hoa is a the Capital Representative and Staff Member of the General Management Board
2	Nguyen Thi Huyen Trang					0	0%	Ms. Nguyen Thi Huyen Trang was dismissed on April 18, 2025
2.1	Nguyen Huu Tuan					0	0%	Father
2.2	Tran Thi Tuoi					0	0%	Mother
2.3	Nguyen Huu Ngoc Chinh					0	0%	Sibling

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.4	Nguyen Viet Thuy Trang					0	0%	Sister-in-law
2.5	Nguyen Huu Ngoc Chi					0	0%	Sibling
2.6	Nguyen Duy Khuong Trinh					0	0%	Sister-in-law
2.7	Nguyen Quoc Viet					0	0%	Husband
2.8	Nguyen Phuong Tue Nhon					0	0%	Child
2.9	Nguyen Phuong Tue Anh					0	0%	Child
2.10	Nguyen Van Hao					0	0%	Father-in-law
2.11	Ta Thi To					0	0%	Mother-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.12	Sonadezi Corporation					25.500.000	46,45%	Ms. Nguyen Thi Huyen Trang is an internal audit staff member
3	Mrs. Nguyen Tu Loan		Member of the Board of Supervisors			0	0%	Internal person
3.1	Nguyen The Chuyen					0	0%	Father
3.2	Pham Thi Binh					0	0%	Mother
3.3	Khuat Minh Hanh					0	0%	Husband
3.4	Khuat Minh Dau					0	0%	Father-in-law
3.5	Dinh Thi Tham					0	0%	Mother-in-law

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3.6	Nguyen Thi Van Anh					0	0%	Sibling
3.7	Nguyen The Phong					0	0%	Brother-in-law
3.8	Nguyen Tu Linh					0	0%	Sibling
3.9	Pham The Hung					0	0%	Brother-in-law
3.10	Khuat Gia Phuc					0	0%	Child
3.11	Khuat Gia An					0	0%	Child
3.12	Dong Nai Material & Building Investment Joint-Stock Company					0	0%	Mrs. Nguyen Tu Loan was dismissed from the position of Chief Accountant effective October 13, 2025

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4	Mr. Tran Viet Long		Member of the Board of Supervisors			0	0%	Internal person
4.1	Tran Hau Dung					0	0%	Father
4.2	Le Thi Hong					0	0%	Mother
4.3	Tran Thi Lam Giang					0	0%	Wife
4.4	Tran Lam Anh					0	0%	Child
4.5	Tran Viet Hung					0	0%	Sibling
4.6	Nguyen Thi Oanh					0	0%	Sister-in-law

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4.7	Tran Thi Quynh Hoa					0	0%	Sibling
4.8	Hoang Manh Luong					0	0%	Brother-in-law
4.9	Japanese SMEs Development Js Company					0	0%	Mr. Tran Viet Long is the Deputy Director
4.10	ICD Bien Hoa - Tin Nghia Logistics Joint-Stock Company					0	0%	Mr. Tran Viet Long is the Head of the branch
4.11	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company					0	0%	Mr. Tran Viet Long is a member of the Board of Supervisors
IV	Company Administration Officer							
1	Mrs. Dau Thi Ngoc Ha		Company Administration Officer			0	0%	Internal person
1.1	Dau Thanh Vuong					0	0%	Father

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1.2	Phan Thi Hue					0	0%	Mother
1.3	Dau Cam Dung					0	0%	Sibling
1.4	Nguyen Van An					0	0%	Brother-in-law
1.5	ICD Bien Hoa - Tin Nghia Logistics Joint - Stock Company					0	0%	Mrs. Dau Thi Ngoc Ha is a Member of the Board of Directors, Deputy Director