

Dong Thap, April 13, 2026

**REPORT OF THE BOARD OF DIRECTORS  
ABOUT THE PERFORMANCE IN 2025 AND THE ORIENTATION OF THE  
OPERATION IN 2026**

**1. EVALUATION OF THE PERFORMANCE OF THE BOARD OF  
DIRECTORS IN 2025**

**1. Assessment of the Company's operation in 2025**

In 2025, the Vietnamese economy continued to operate amidst a volatile and unpredictable global economic landscape. Geopolitical conflicts in several regions of the world persisted, and the situation in the Middle East, the Red Sea region, and tensions between major powers continued to impact global supply chains, increasing transportation costs and raw material price fluctuations. Furthermore, major economies maintained cautious monetary policies to control inflation, leading to slow recovery in consumer demand in many export markets and putting pressure on domestic businesses.

In this context, the Board of Directors and the General Management Board proactively monitored domestic and international economic developments, promptly making appropriate decisions to adapt to the new situation and ensure stable and secure business operations. With the unity, responsibility, and efforts of all employees, the company has gradually overcome difficulties, maintained stability, and continued to achieve positive results in 2025, creating a foundation for sustainable development in the following years.

Business results in 2025 with the following main indicators:

**1.1 Report on business and financial indicators:**

Quota	UNIT	2025 Plan (1)	Implementation In 2025 (2)	Ratio % (2)/(1)	% compared to the previous year
1. Net revenue	billion VND	870,00	743,75	85%	105%
2. Profit before tax	billion VND	122,00	155,46	127%	130%
3. Profit after tax	billion VND	100,00	128,60	129%	128%
4. Source of Equity:	billion VND		493,22		142%
+ <i>Charter capital</i>	billion VND		71,48		100%
+ <i>Undistributed funds and profits</i>	billion VND		392,34		143%
+ <i>Benefits for non-</i>			29,40		

<i>controlling shareholders</i>					
5. Dividend Distribution	%		10 <sup>(*)</sup>		100%
6. Basic Profit/Share	VND/Stock		17.993		133%

Note: (\*) the dividend will be submitted to the 2026 Annual General Meeting of Shareholders for approval.

**Assess:**

- Net revenue reached 85% of the planned target and 105% compared to the same period last year;

- The company's after-tax profit reached 129% of the plan and 128% compared to the same period last year.

**1.2 Evaluation of the company's activities in 2025**

**1.2.1. Production Activities:**

- Continue investing in, manufacturing, and replacing modern machinery and equipment to ensure continuous, stable, and efficient production and business operations.

- Intensify research and improvement of production lines to optimize productivity, minimize labor costs, and reduce production expenses.

- Strengthen product quality management, strictly adhering to food safety and hygiene standards. Maintain and continuously improve quality management systems such as HACCP, BRC, ISO, and HALAL to enhance customer confidence, especially in export markets, by selecting the best raw materials from reputable suppliers.

- Intensify R&D activities to diversify products and flexibly meet the increasingly sophisticated tastes and needs of customers and consumers in both domestic and international markets.

**1.2.2. Business Activities:**

- Actively seek and explore new markets, build relationships with potential customers, while maintaining and strengthening cooperation with traditional customers to ensure sustainable growth.

- Proactively develop and adjust pricing policies to suit the specific characteristics of each market and customer group, ensuring competitiveness and optimizing profits.

- Actively participate in international food trade fairs and exhibitions to introduce products, expand distribution networks, and enhance brand image in the global market..

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

- The total remuneration of members of the Board of Directors and the Audit Board in 2025 is: 1,631,400,000 VND. Members receive detailed remuneration as follows:

Full name	Duty	Remuneration (VND)
Nguyen Van Kiem	Chairman of the Board of Directors	559.000.000
Truong Thi Le Khanh	Member of the Board of Directors	130.000.000
Lam Mau Diep	Member of the Board of Directors (until 17/04/2024)	130.000.000
Tran Thi Thanh Thuy	Member of the Board of Directors (from 17/04/2024)	130.000.000
Le Thi Dieu Thi	Member of the Board of Directors	130.000.000
Tang Thi Mong Tien	Member of the Board of Directors	130.000.000
Nguyen Van Sang	Secretary of the Board of Directors	130.000.000
Ha Thi Phuong Thuy Hong Nhung	Head of the Supervisory Board	130.000.000
Pham Thanh Tung	Members of the Supervisory Board	123.400.000
Nguyen Trong Liem	Members of the Supervisory Board	39.000.000
<b>Total</b>		<b>1.631.400.000</b>

- The total salary in 2025 of 04 members of the Board of Directors is VND 3.658.586.870

#### **1.4 Other results:**

Achievements and titles:

- Certificate of achieving the title of High-Quality Vietnamese Goods 2025 as voted by consumers
- Recognition of agencies, businesses, and educational institutions meeting the standards of "Safety and Security" in 2024 (Decision No. 20/QD-UBND-HC dated January 9, 2025, of the People's Committee of Dong Thap Province)
- Most Loved Brand in 2025 (Decision No. 92-2025/QD-THYTN dated September 27, 2025)
- Certificate of Merit for "Achievements in contributing to socio-economic development in Dong Thap Province" (Decision No. 1847/QD-UBND dated December 5, 2025)
- Certificate of Merit for "Good implementation of tax laws and policies in 2024" (Decision No. 2086/QD-UBND dated December 17, 2025, of the People's Committee of Dong Thap Province) Tower.

- VCCI Vietnam voted "Prestigious Cultural Enterprise of 2025".

## 2. Evaluation of the performance of the board of directors in 2025

### 2.1 Board of Directors meetings:

In 2025, the Board of Directors held 27 regular and extraordinary meetings. The Supervisory Board was invited to attend all Board of Directors meetings. The Board of Directors managed and directed matters related to production and business operations, investment situation, and development strategy of the Company. In each meeting, the Board of Directors and the Supervisory Board had complete documentation to enable members to contribute and decide on important issues of the Company.

No.	MINUTE	GUIDELINES/CONTENTS
1	01a/2025/BB-HĐQT Ngày 02/01/2025 (Gather feedback via email)	Through investment in SAP S/4HANA PUBLIC CLOUD enterprise management software.
2	01/2025/BB-HĐQT Ngày 10/01/2025 (Gather feedback via email)	Through obtaining shareholder opinions in writing, certain matters within the authority of the General Meeting of Shareholders are approved.
3	02/2025/BB-HĐQT Ngày 10/01/2025 (Gather feedback via email)	<p>1. Approve transactions between Sa Giang Import-Export Joint Stock Company and related parties, specifically as follows:</p> <p>Sa Giang's parent company: Goods and services purchase and sale transactions: Authorize the General Director to sign transactions and determine transaction prices.</p> <p>Group of subsidiaries and affiliated companies of Sa Giang's parent company: Goods and services purchase and sale transactions: Authorize the General Director to sign transactions and negotiate and finalize transaction prices.</p> <p>Approve loans that Sa Giang Import-Export Joint Stock Company borrows from the parent company or its subsidiaries and affiliated companies, based on actual circumstances arising at the time of need. The Board of Directors will hold a meeting to obtain opinions and vote in accordance with current laws.</p> <p>Authorize the General Director to approve advances for goods to the parent company's affiliated companies with a total limit not exceeding VND 1 billion at any given time.</p>

4	03/2025/BBHĐQT Ngày 10/01/2025 (Gather feedback via email)	- Approving transactions between Sa Giang Import-Export Joint Stock Company and related parties of Ms. Truong Thi Le Khanh.
5	04/2025/BBHĐQT Ngày 11/01/2025 (Gather feedback via email)	- Approve transactions between Sa Giang Import-Export Joint Stock Company and related parties of Ms. Tran Thi Thanh Thuy.
6	05/2025/BBHĐQT Ngày 19/01/2025 (Gather feedback via email)	The following year-end bonus policies for 2024 were unanimously approved: 13th-month bonus for 2024; Seniority bonus for 2024.
7	06/2025/BBHĐQT Ngày 06/02/2025 (Gather feedback via email)	Through written shareholder consultation documents including: Notice of written shareholder consultation; Proposal for adjustment of business lines; Written shareholder consultation form; Draft resolution of the General Meeting of Shareholders for written consultation
8	07/2025/BBHĐQT Ngày 07/02/2025 (Gather feedback via email)	<p>The following short-term credit request for production and business activities at the Vietnam Foreign Trade Commercial Bank – Dong Thap Branch has been unanimously approved:</p> <p>The credit limit is VND 80,000,000,000 (Eighty billion Vietnamese Dong), including:</p> <p>The purpose of the loan is:</p> <ul style="list-style-type: none"> <li>- To finance legitimate, reasonable, and valid short-term credit needs for production and business activities according to the company's loan utilization plan;</li> <li>- To issue Letters of Credit (LC) for importing machinery and equipment for the company's production and business activities. Payment source: Company's own capital;</li> <li>- To issue LCs for importing raw materials for the company's production and business activities;</li> <li>- To issue guarantees for the company's production and business activities;</li> <li>- To issue credit cards for the company's production and business activities.</li> </ul> <p>The credit limit maintenance period is: A maximum of 12 months from the date of contract signing and any extension period (if approved by the Bank) subject to the Bank's approval.</p>
9	08/2025/BBHĐQT Ngày 20/02/2025 (Gather feedback via email)	<p>Agreement reached on the date for the 2025 Annual General Meeting of Shareholders:</p> <p>Date for closing the shareholder list to attend the meeting (final registration date): March 13, 2025</p>

		<p>Date of the meeting: tentatively April 9, 2025</p> <p>Location: Company Office Hall (Lot CII-3, Industrial Zone C, Sa Dec City, Dong Thap Province)</p>
10	<p>09/2025/BBHĐQT</p> <p>Ngày 06/03/2025</p> <p>(Gather feedback via email)</p>	<p>1. Approved reappointment of Deputy General Director (in charge of finance):</p> <ul style="list-style-type: none"> <li>- Ms. Tang Thi Mong Tien</li> <li>- Date of birth: March 7, 1989</li> <li>- Position: Deputy General Director (in charge of finance)</li> <li>- Term of appointment: 3 years</li> </ul> <p>2. Approved reappointment of Branch Director and Head of Sales Department:</p> <ul style="list-style-type: none"> <li>- Ms. Nguyen Hong Diem</li> <li>- Date of birth: May 6, 1985</li> <li>- Position: Branch Director and Head of Sales Department</li> <li>- Term of appointment: 3 years</li> </ul> <p>3. Approved reappointment of Company Administration Officer and Company Secretary:</p> <ul style="list-style-type: none"> <li>- Mr. Nguyen Van Sang</li> <li>- Date of birth: February 6, 1990</li> <li>- Position: Company Administration Officer and Company Secretary</li> <li>- Term of appointment: 5 years</li> </ul>
11	<p>10/2025/BBHĐQT</p> <p>Ngày 15/03/2025</p> <p>(Gather feedback via email)</p>	<p>The documents for the 2024 Annual General Meeting include: Notice of Meeting; Meeting Agenda; Rules of Procedure and Voting Procedures; Board of Directors' Report for 2024 and Orientation for 2025; Proposal for Approval of the 2024 Financial Statements; Proposal for Profit Distribution in 2024; Proposal for Business Plan and Investment Plan for 2025; Proposal for Remuneration of the Board of Directors and Supervisory Board in 2025; Proposal for Selection of Auditing Firm in 2025; Proposal for Approval of the Management Board's Bonus Regulations for 2025; Draft Resolution of the 2025 Annual General Meeting.</p>
12	<p>11/2025/BBHĐQT</p> <p>Ngày 04/04/2025</p> <p>(Gather feedback via email)</p>	<p>Through (supplementary) documents for the 2025 Annual General Meeting of Shareholders, including: Report of the Supervisory Board for 2024</p>
13	<p>12/2025/BBHĐQT</p> <p>Ngày 05/05/2025</p> <p>(Gather feedback via email)</p>	<p>Through the company's organizational chart</p>
14	<p>13/2025/BBHĐQT</p> <p>Ngày 13/05/2025</p>	<p>Through investment in a shrimp cracker production line with a capacity of 300-400 kg/hour.</p>

	(Gather feedback via email)	
15	14/2025/BBHĐQT Ngày 17/05/2025 (Gather feedback via email)	It was unanimously agreed to select PricewaterhouseCoopers Vietnam Co., Ltd. to conduct the review of the semi-annual financial statements and audit the 2025 annual financial statements. The Board of Directors is authorized to negotiate and sign the audit contract with PricewaterhouseCoopers Vietnam Co., Ltd.
16	15/2025/BBHĐQT Ngày 05/06/2025 (Gather feedback via email)	Through the policy proposal for SAP Sa Giang Project Implementation Team Members
17	16/2025/BBHĐQT Ngày 17/07/2025 (Gather feedback via email)	<ul style="list-style-type: none"> <li>- The proposal to appoint Ms. Nguyen Hong Diem as Deputy General Director – in charge of the Business Division of Sa Giang Import-Export Joint Stock Company was unanimously approved.</li> <li>- The proposal to appoint Mr. Nguyen Van Sang as Deputy General Director – in charge of the Production Division of Sa Giang Import-Export Joint Stock Company was unanimously approved.</li> </ul>
18	17/2025/BBHĐQT Ngày 19/08/2025 (Gather feedback via email)	- Approval of the policy proposal for bonuses on National Day, September 2nd, 2025
19	18/2025/BBHĐQT Ngày 12/09/2025 (Gather feedback via email)	<p>Through the investment policy in Hoan Ngoc Agricultural and Food Products Joint Stock Company, 100% of the capital raised from the share issuance will be invested in the project.</p> <p>Through the extraordinary general meeting of shareholders to approve the plan to issue shares to increase charter capital:</p> <ul style="list-style-type: none"> <li>- Record date for shareholders attending the meeting (final registration date): October 6, 2025</li> <li>- Meeting date: tentatively November 3, 2025</li> </ul>
20	20/2025/BBHĐQT Ngày 29/09/2025 (Gather feedback via email)	<p>Through the purchase of shares of Ben Tre Import-Export Joint Stock Company in Hoan Ngoc Agricultural and Food Products Joint Stock Company</p> <p>Through the Board of Directors, the General Director of the Company is authorized to organize the implementation, signing of contracts, agreements, and related documents, and to carry out the necessary procedures in accordance with the law to complete the</p>

		<p>transaction</p> <p>Agreed to approve the payment of dividends for 2024 in cash at a rate of 10% of charter capital.</p>
21	<p>21/2025/BBHĐQT</p> <p>Ngày 07/10/2025</p> <p>(Online meeting)</p>	<p>Through the program and documents for organizing the 2025 Extraordinary General Meeting of Shareholders.</p>
22	<p>22/2025/BBHĐQT</p> <p>Ngày 07/10/2025</p> <p>(Online meeting)</p>	<p>The request for short-term credit to support production and business activities at Vietnam Foreign Trade Commercial Bank - Dong Thap Branch has been unanimously approved with the following details:</p> <p>Credit limit: VND 150,000,000,000 (In words: One hundred and fifty billion Vietnamese Dong)</p>
23	<p>23/2025/BBHĐQT</p> <p>Ngày 27/10/2025</p> <p>(Gather feedback via email)</p>	<p>Through the acquisition of a controlling stake in Hoan Ngoc Agricultural and Food Products Joint Stock Company as follows:</p> <ul style="list-style-type: none"> <li>- Issuer: Hoan Ngoc Agricultural and Food Products Joint Stock Company</li> <li>- Share type: Common shares</li> <li>- Par value: VND 10,000/share</li> <li>- Quantity purchased: To ensure holding a controlling stake in Hoan Ngoc Agricultural and Food Products Joint Stock Company.</li> </ul> <p>Transfer price: To be determined by the General Director of the Company through direct negotiation with the transferor.</p>
24	<p>24/2025/BBHĐQT</p> <p>Ngày 12/11/2025</p> <p>(Gather feedback via email)</p>	<p>Appointing Mr. Nguyen Van Sang as the representative of Sa Giang Import-Export Joint Stock Company's capital contribution in Hoan Ngoc Agricultural and Food Products Joint Stock Company.</p> <ul style="list-style-type: none"> <li>- Full name: Nguyen Van Sang. Date of birth: February 6, 1990</li> <li>- Current position at Hoan Ngoc Company: Director</li> <li>- Percentage of capital represented: The entire percentage of shares owned by Sa Giang Import-Export Joint Stock Company in Hoan Ngoc Agricultural and Food Products Joint Stock Company.</li> </ul> <p>Duration of representation: From the date of signing this Decision until a replacement decision is issued by the Board of Directors of Sa Giang Import-Export Joint Stock Company.</p>
25	<p>25/2025/BBHĐQT</p>	<p>Through granting a short-term loan limit of up to VND 100,000,000,000 (one hundred billion dong) to Hoan</p>

	Ngày 26/11/2025 (Gather feedback via email)	Ngoc Agricultural and Food Products Joint Stock Company.
26	26/2025/BBHĐQT Ngày 23/12/2025 (Gather feedback via email)	The reappointment of the Chief Accountant was unanimously approved: - Ms. Nguyen Ngoc Huyen Trang - Date of birth: February 20, 1980 - Position: Chief Accountant - Term of appointment: 3 years
27	27/2025/BBHĐQT Ngày 31/12/2025 (Gather feedback via email)	Through the allocation of additional funds to the Science and Technology Development Fund of Sa Giang Import-Export Joint Stock Company: Source of fund formation: Allocation from the Company's pre-tax profit in 2025. Fund allocation amount: 5,000,000,000 VND (in words: Five billion Vietnamese Dong)

## **2.2 The operation of the Board of Directors and the results of the Board of Directors' supervision of the Board of Directors in 2025:**

- The Board of Directors has implemented its activities in accordance with the law, the Company Charter, and the resolutions of the General Meeting of Shareholders.
- In 2025, the Board of Directors held regular and extraordinary meetings to discuss and decide on important issues related to the Company's production, business operations, investment, finance, and development orientation; providing a basis for the General Director to effectively manage activities from production and sales to investment, improvement, and upgrading of equipment to meet production needs.
- The Board of Directors successfully organized the 2025 Annual General Meeting of Shareholders on April 9, 2025, in accordance with regulations, ensuring full content, procedures, and formalities as prescribed by law and the Company Charter.
- The Board of Directors has regularly and continuously monitored the activities of the General Director, ensuring that operations comply with the Company Charter, the Shareholders' General Meeting Resolutions, and the Board of Directors' Resolutions, thereby contributing to risk mitigation and improved operational efficiency of the Company.
- The Company has fully complied with regulations on periodic and extraordinary information disclosure for listed companies, ensuring transparency in accordance with the law on securities and the securities market.
- The policies, directions, and directives of the Board of Directors have been seriously and promptly implemented by the General Director; at the same time, the General Director has provided full and detailed reports as required by the Board of Directors.

## **II. OPERATIONAL ORIENTATION 2026**

### **1. Assessment of the situation in 2026:**

#### ***1.1 Advantageous:***

- Sa Giang Import-Export Joint Stock Company has built a strong brand reputation over many years in both domestic and international markets, a crucial foundation for maintaining production and business operations and expanding export markets in the coming period.

- The company's products fully meet international quality standards such as HACCP, BRC, ISO 22000, HALAL, FDA, ASC, etc., giving the company an advantage in accessing demanding markets and maintaining stability in export activities.

- Traditional product lines, especially shrimp crackers, maintain a strong competitive position in the domestic market, contributing to stable revenue and providing a basis for the company to continue investing in the development of new high-value-added products.

- The company has a long-standing customer and partner network and an experienced workforce, creating favorable conditions for adapting to market fluctuations and implementing production and business strategies in the new phase.

### **1.2 Difficult:**

- The global economic situation continues to be complex, especially geopolitical conflicts in the Middle East, affecting global energy security and leading to fluctuations in oil prices, transportation costs, and input material prices, putting significant pressure on production costs and the company's business performance.

- Prices of key raw materials, fuel, electricity, and logistics costs tend to increase and are difficult to forecast, reducing proactive planning and directly impacting the company's profit margin.

- Consumer demand in some export markets is recovering slowly, while requirements for quality, food safety, and technical standards are becoming increasingly stringent, forcing the company to increase quality control costs and invest in technology.

- After a long period of operation, machinery and equipment require regular maintenance, upgrading, and replacement to ensure stable production, maintain product quality, and meet the requirements of domestic and international customers.

- Competition in the processed food industry is increasingly fierce, requiring the company to continuously innovate technology, develop new products, and expand its market to maintain its current position.

## **2. Business Plan in 2026:**

### **2.1 Business plan targets in 2026:**

Quota	Unit	Implementation in 2025 (1)	Plan in 2026 (2)	Percentage % (2)/(1)
Net revenue	Billion VND	743,75	850	114%
Profit after tax	Billion VND	128,60	130	101%

## **3. Operational Orientation:**

### **3.1 Regarding business and financial activities:**

- Expand and explore new, potential markets; maintain and strengthen relationships with traditional customers. Develop flexible pricing and sales policies tailored to each market to increase competitiveness and expand market share.

- Promote traditional and modern distribution channels, diversify sales points to increase product coverage and reach consumers quickly.

- Develop comprehensive marketing strategies, focusing on promoting the Sa Giang brand on digital platforms and international food events to enhance brand recognition and value.

- Closely monitor raw material price fluctuations, analyze demand, and select optimal purchasing times to optimize costs. Simultaneously, tighten management of operating costs, establish and monitor credit limits to ensure sustainable financial health.

- Enhance the application of digital technology in core processes such as financial management, production, warehousing, and sales.

### ***3.2 Regarding production and research activities:***

- Prioritize quality, optimize production processes, efficiently operate new production lines (especially for rice-based products), reduce waste, and save production costs to enhance competitiveness.

- Research and develop improved formulas and diversify product portfolios to better meet market demands and enhance customer experience.

- Establish a system of supplier evaluation criteria, ensuring the quality of raw materials and product safety according to international standards.

- Renovate factories and production lines to meet stringent inspection standards from supermarket chains and foreign partners, expanding opportunities for cooperation with potential new customers.

- Promote innovation and testing of new product lines, keeping up with consumer trends and creating a long-term competitive advantage.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

*Dong Thap, April 13, 2026*

**REPORT**  
**ACTIVITIES OF THE SUPERVISORY BOARD IN 2025**

Pursuant to the functions, rights, and obligations of the Supervisory Board under the Law on Enterprises 2020, the Charter of Sa Giang Import Export Corporation (the Company), and based on the practical inspection and supervision of the Company's business operations, the Supervisory Board (SB) respectfully reports to the General Meeting of Shareholders on the SB's activities in 2025 as follows:

**I. RESULTS OF SUPERVISORY BOARD ACTIVITIES IN 2025**

**1. Activities of the Supervisory Board (SB):**

- The SB consists of 03 members as follows:
  - + Ms. Ha Thi Phuong Thuy Hong Nhung: Head of the SB.
  - + Mr. Pham Thanh Tung: SB Member.
  - + Mr. Nguyen Trong Liem: SB Member.
- The SB has performed its roles and duties, focusing on inspecting and supervising the Company's activities, specifically:
  - + Supervised the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors (BOD).
  - + Oversaw the governance and management activities of the BOD and Executive Board.
  - + Monitored the Company's financial activities, coordinated with the independent audit firm to review the interim and annual Financial Statements, aiming to assess the truthfulness and reasonableness of financial data according to regulations.
  - + Evaluated the legality, rationality, and prudence in financial management, investment, business planning, and directly consulted with functional departments to identify risks or shortcomings.
- The SB was given favorable conditions to regularly attend meetings of the BOD and Executive Board, providing recommendations on matters related to the Company's operations.
- In 2025, the SB did not receive any complaints from shareholders regarding the Company's operations or the management by the BOD and Executive Board.
- Based on supervisory activities conducted in 2025, the Company's production and business operations were carried out safely, in compliance with applicable laws and the resolutions of the General Meeting of Shareholders. The business results recorded positive growth, with profit in the current year higher than that of the previous year. On this basis, the Supervisory Board recommends that the Board of Directors and the Executive Management continue to enhance and further strengthen the effectiveness of

the internal control system, ensuring that all policies and procedures are strictly managed and consistently updated, thereby improving control efficiency and effectively supporting the overall management and operation of the Company.

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

The Board of Directors and the Executive Management have effectively fulfilled their roles and responsibilities in accordance with the Law on Enterprises and the Company's Charter, while closely adhering to the resolutions of the General Meeting of Shareholders. The Board of Directors has maintained regular meetings in an efficient manner, promptly providing strategic direction and issuing numerous important decisions. The key focus has been on expanding markets, promoting investment in factory facilities, ensuring stable and continuous production operations, and enhancing sales activities. As a result, a solid foundation has been established for sustainable development and improved operational efficiency, with the Company's business performance in 2025 surpassing that of 2024.

## **3. Results of implementing the Resolution of AGM:**

### **3.1 Business Results**

In 2025, the Company maintained stable operations and achieved positive business performance, specifically:

No	Indicator	Unit	Actual 2024	Plan 2025	Actual 2025	% vs Plan 2025 (%)	YoY
1	Net Revenue	VND bil.	707,53	870,00	743,75	85%	105%
2	Profit Before Tax	VND bil.	119,26	122,00	155,46	127%	130%
3	Basic Earnings per Share	VND/ share	13.487	13.991	17.993	129%	133%

- Net revenue reached VND 743,75 billion, equivalent to 85% of the target and 105% compared to the same period in 2024. Profit before tax reached VND 155,46 billion, achieving 127% of the target and 130% year-on-year.
- In 2025, revenue increased year-on-year, driven by higher sales volumes of rice-based products and an appreciation of the USD exchange rate...

### **3.2 Financial Position:**

The 2025 Financial Statements were audited by PwC (Vietnam) in accordance with Vietnamese Auditing Standards. As concluded in the audit report, the Company's financial statements fairly and reasonably reflect, in all material respects, its financial position in accordance with Vietnamese Accounting Standards and the Vietnamese Enterprise Accounting Regime. The SB concurs with the audited 2025 Financial Statements of the Company...

## **II. ORIENTATIONS FOR SB ACTIVITIES IN 2026**

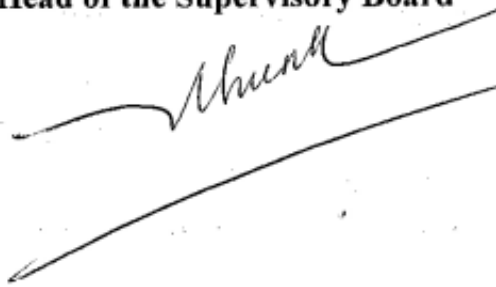
- Supervise the implementation of annual and term GMS resolutions by the BOD and Executive Board. Verify the rationality, legality, truthfulness, and prudence in managing and operating Company activities.

- Develop and implement control plans in 2026, based on identifying and assessing risks at the Company.
- Periodically evaluate compliance and the effectiveness of internal processes, propose corrective solutions and process improvements to ensure safer and more efficient Company operations.
- Carry out other tasks as requested by shareholders...

This report by the Supervisory Board on the operations of the Company, BOD, and Executive Board in 2025 is respectfully submitted to the shareholders at the 2026 Annual General Meeting of Sa Giang Import Export Corporation.

Respectfully.

**ON BEHALF OF THE SUPERVISORY BOARD**  
**Head of the Supervisory Board**

A handwritten signature in black ink, appearing to read 'Thuy', is written over a long, thin horizontal line that serves as a signature line.

**HA THI PHUONG THUY HONG NHUNG**

*No. 01/2026/TTr.HDQT*

*Dong Thap, April 13, 2026*

**REPORT**

***Regarding the approval of the audited 2025 Financial Statements***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the 2025 Financial Statement of Sa Giang Import Export Corporation which has been audited by PwC Vietnam Co., Ltd.

The audited financial statements for 2025 have been disclosed in accordance with regulations, and have been posted on the website of Sa Giang Import Export Corporation from March 30, 2026, including the following contents:

1. Report of the Board of Directors
2. Independent Audit Report
3. Balance sheet as of 31/12/2025
4. Report on business results in 2025
5. Cash Flow Statement
6. Explanation of financial statements

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

*No. 02/2026/TTr.HDQT*

*Dong Thap, March 25, 2026*

**REPORT**

***Regarding the approval of the profit distribution plan in 2025***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Based on the audited 2025 financial statements of Sa Giang Import-Export Joint Stock Company.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the profit distribution plan in 2025 as follows:

<b>1. Profit before CIT in 2025:</b>	<b>VND 155.457.446.653</b>
<b>2. CIT in 2025:</b>	<b>VND 27.046.036.834</b>
<b>3. Profit after CIT in 2025:</b>	<b>VND 128.411.409.819</b>
<b>4. Net profit after corporate income tax in 2025 of Company Owner</b>	<b>VND 128.604.113.843</b>
<b>5. Undistributed profit after tax in previous years:</b>	<b>VND 247.772.325.900</b>
<b>6. Total profit after tax distributed:</b>	<b>VND 376.376.439.743</b>
<b>7. Deduction from the executive board reward fund:</b>	<b>VND 7.147.580.000</b>
<b>8. Dividend distribution at the rate of 10%/ Charter capital:</b>	<b>VND 3.800.000.000</b>
<b>9. Remaining undistributed profit in 2025:</b>	<b>VND 365.428.859.743</b>

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

*No. 03/2026/TTr.HDQT*

*Dong Thap, April 13, 2026*

**REPORT**

***Regarding the approval of business plan targets in 2026  
And the investment plan in 2026***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval as follows:

**1. Business plan targets in 2026:**

<b>Quota</b>	<b>Unit</b>	<b>Implementation in 2025 (1)</b>	<b>Plan in 2026 (2)</b>	<b>Percentage % (2)/(1)</b>
Net revenue	Billion VND	743,75	850	114%
Profit after tax	Billion VND	128,60	130	101%

**2. Investment plan in 2026:**

**2.1 Results of the 2025 investment plan implementation:**

- Total investment budget: VND 263.4 billion
- Amount implemented in 2025: VND 56 billion, including:
  - + Hoan Ngoc: VND 10.8 billion (from November 7, 2025 to December 31, 2025)
- Value carried over to 2026: VND 207.4 billion, including:
  - + Sa Giang: VND 25.2 billion
  - + Hoan Ngoc: VND 182.2 billion

**2.2 Investment Plan for 2026**

- (1) Carryover from the previous year: VND 207.4 billion, including:
    - + Sa Giang: VND 25.2 billion
    - + Hoan Ngoc: VND 182.2 billion
  - (2) New investment in 2026: VND 325.2 billion, including:
    - + Hoan Ngoc: VND 325.2 billion
- Total investment plan for 2026 is: VND 532.6 billion

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

*No. 04/2026/TTr.HDQT*

*Dong Thap, April 13, 2026*

## **REPORT**

***Regarding the remuneration of members of the Board of Directors and Controllers in 2026***

### **To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

The Board of Directors (BOD) would like to report the remuneration payment of the Board of Directors and the Supervisory Board (BOS) for the term 2025 according to the Resolution of the Annual General Meeting of Shareholders dated 09/04/2025 of VND 1,638,000,000.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the remuneration for the Board of Directors and the Supervisory Board for the term of 2026 as follows:

The remuneration of the Board of Directors and the Supervisory Board for the term of 2026 is: 138,000,000 VND/month for 13 months. A total of 1,794,000,000 VND.

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

**SA GIANG  
IMPORT EXPORT CORPORATION**

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

*No: 05/2026/TTr.HĐQT*

*Dong Thap, March 25, 2026*

**REPORT**

***Regarding the selection of the auditing unit of the 2026 Financial Statements***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders to authorize the Board of Directors to select the following independent auditor for the fiscal year 2026:

<b>Auditing firms</b>	<b>Name abbreviate</b>	<b>Contact Information</b>
PricewaterhouseCoopers Vietnam Co., Ltd.	PwC	Address: 8th Floor, Saigon Tower, 29 Le Duan Street, Saigon Ward, Ho Chi Minh City, Vietnam
Ernst & Young Vietnam Co., Ltd.	E&Y	Address: 2 Hai Trieu Street, Saigon Ward, Ho Chi Minh City, Vietnam
KPMG Vietnam Co., Ltd.	KPMG	Address: 10th Floor, Sun Wah Building, 115 Nguyen Hue Street, Saigon Ward, Ho Chi Minh City, Vietnam
A&C Auditing and Consulting Co., Ltd.	A&C	Address: 2 Truong Son Street, Tan Son Hoa Ward, Ho Chi Minh City
Ho Chi Minh City Auditing and Informatics Services Co., Ltd.	AISC	Address: 389A Dien Bien Phu Street, Ban Co Ward, Ho Chi Minh City

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



**NGUYEN VAN KIEM**

*No: 06/2026/TTr.HĐQT*

*Dong Thap, March 25, 2026*

## **REPORT**

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

### **To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

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

Based on the production and business plan in 2026 and in order to encourage the Executive Management Board to strive to achieve the set plan. The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the Bonus Regulation for the Management and Executive Board.

The detailed contents of the Regulation on reward of the Executive Management Board are presented in the appendix attached to this Report. The draft Regulation on remuneration for the Executive Board is attached to the document of the 2026 Annual General Meeting of Shareholders of the Company.

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

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

**REGULATION**  
**EXECUTIVE MANAGEMENT BONUS**  
**SA GIANG IMPORT EXPORT CORPORATION**

*(Promulgated under the Resolution of the General Meeting of Shareholders No. 01/2026/NQ-ĐHCD dated April 18, 2026)*

**APPLICATION PERIOD: 2026**

**I. DEFINITION AND SOURCE OF FUNDS**

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

The bonus levels of the Executive Management Board for 2026 are as follows:

<b>Profit after tax in 2026</b>	<b>Rewards</b>
From 90% of the target (90 billion VND) to 100% of the target (100 billion VND) - Meet high expectations	2.300.000.000 VNĐ
Above 100% of the target (100 billion VND) or more	The expected high level is above + 20% of the profit exceeding VND 100 billion; but the total amount of rewards achieved and exceeded the plan did not exceed 3.8 billion VND

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

**II. CONDITIONS FOR APPLICATION**

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

**III. SUBJECTS OF APPLICATION**

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

**IV. ENFORCEMENT EFFECT**

The Regulation on Rewards of the Management Board of Sa Giang Import Export Corporation takes effect from April 18, 2026.

**CHAIRMAN OF BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

*No. 07/2026/TTr.HDQT*

*Dong Thap, April 13, 2026*

**REPORT**

***Regarding the cancellation of the plan to offer additional shares  
to existing shareholders to increase charter capital.***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;*  
*- Based on the Charter of Sa Giang Import Export Corporation effective May 11, 2023;*  
*- Based on Resolution No. 03/2025/NQ-ĐHCD dated November 3, 2025 of the Extraordinary General Meeting of Shareholders in 2025 on approving the plan to offer additional shares to the public to existing shareholders to increase charter capital.*

On November 3, 2025, the 2025 Extraordinary General Meeting of Shareholders of Sa Giang Import Export Corporation approved the plan to offer additional shares to the public for existing shareholders to increase charter capital.

Currently, based on the Company's investment needs in the coming period and to ensure the rights of shareholders, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the cancellation of the plan to offer additional shares to the public for existing shareholders to increase charter capital, specifically:

**Cancel the plan to offer additional shares to existing shareholders to increase charter capital.:**

1. Offering organization:	Sa Giang Import Export Corporation
2. Current charter capital:	VND 71,475,800,000
3. Number of shares before offering: Of which: - Number of outstanding shares: - Number of treasury shares:	7.147.580 cổ phiếu  7.147.580 shares 0 shares
4. Name of shares offered:	Sa Giang Import Export Corporation shares
5. Stock ticker symbol:	SGC
6. Par value of shares:	VND 10,000/share
7. Type of shares offered:	Common shares
8. Currency of issuance:	Vietnamese Dong

9. Number of shares expected to be offered:	7,147,580 shares
10. Total value of shares expected to be offered at par value:	71,475,800,000 VND
11. Offering price per share:	65,000 VND/share
12. Total expected offering value:	464,592,700,000 VND
13. Total expected number of shares after offering: Of which treasury shares:	14,295,160 shares 0 shares
14. Total expected charter capital after offering:	142,951,600,000 VND
15. Target of offering:	The offering is for existing shareholders whose names are on the shareholder list as of the last registration date to exercise their right to purchase additional shares issued by the Vietnam Securities Depository and Clearing Corporation ("VSDC") in accordance with regulations.  The General Meeting of Shareholders ("GS") authorizes the Board of Directors ("BOD") to select the record date for shareholders entitled to purchase additional shares.
16. Method of offering:	The additional shares will be offered to the public to existing shareholders through the exercise of purchase rights.

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

Sincerely!

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

*No. 08/2026/TTr.HDQT*

*Dong Thap, April 13, 2026*

**REPORT**

***Regarding the approval of amendments and additions to: the Charter, the Internal Regulations on Governance, and the Operating Regulations of the Board of Directors of Sa Giang Import Export Corporation.***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;
- Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and effective from January 1, 2021;
- Based on the Charter of Sa Giang Import Export Corporation effective May 11, 2023.

Based on the Company's actual operational situation, and to ensure compliance with legal regulations regarding the structure and proportion of independent Board members, the Company's Board of Directors respectfully submits for consideration and approval the amendment and supplementation of the Charter, Internal Regulations on Governance, and Operating Regulations of the Board of Directors to increase the number of Board members.

The detailed content of the key amendments to the Charter, Internal Regulations on Governance, and Operating Regulations of the Board of Directors is presented in the appendix attached to this submission. The draft of the amended Charter, Internal Regulations on Governance, and Operating Regulations of the Board of Directors is attached to the Company's 2026 Annual General Meeting of Shareholders documents.

The provisions in the amended Charter, Internal Regulations on Governance, and Operating Regulations of the Board of Directors will take effect from the date of approval by the General Meeting of Shareholders.

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

Sincerely!

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

**CONTENT WILL BE REVISED AND SUPPLEMENTED**  
**CHARTER - INTERNAL REGULATIONS ON CORPORATE GOVERNANCE –**  
**REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS OF SA GIANG IMPORT**  
**EXPORT CORPORATION**  
**YEAR 2026**

*(Attached to Report No.: 08/2026/TTr.HDQT dated April 13, 2026)*

**To: Annual General Meeting of Shareholders 2026**

**I. Amendments and Additions to the Statutes**

**1. Amend and supplement Clause 3 of Article 2: Registered office of the Company:**

<b>CURRENT STATUTES</b>	<b>AMENDED AND SUPPLEMENTED STATUTES</b> (Content in bold is the amendment and supplement)	<b>NOTE</b>
Head office address: Lot CII-3, Street No. 5, Industrial Zone C, Tan Quy Dong Ward, Sa Dec City, Dong Thap Province, Vietnam	Head office address: Lot CII-3, Street No. 5, Industrial Zone C, <b>Sa Dec Ward</b> , Dong Thap Province, Vietnam	

**2. Amend and supplement Clause 1 of Article 26: Number of members of the Board of Directors**

<b>CURRENT STATUTES</b>	<b>AMENDED AND SUPPLEMENTED STATUTES</b> (Content in bold is the amendment and supplement)	<b>NOTE</b>
The number of Board of Directors members is 06 (six) people. The term of office of a Board of Directors member is no more than five (05) years and can be re-elected for an unlimited number of terms.	The number of Board of Directors members is <b>07 (seven)</b> people. The term of office of a Board of Directors member is no more than five (05) years and can be re-elected for an unlimited number of terms.	

## II. Amendments and Supplements to the Internal Regulations on Corporate Governance

Amendment and Supplement to **Clause 1, Article 11: Number of Board of Directors members:**

<b>CURRENT INTERNAL REGULATIONS ON CORPORATE GOVERNANCE</b>	<b>INTERNAL REGULATIONS ON CORPORATE GOVERNANCE - AMENDED AND SUPPLEMENTED</b> (Content in bold is the amended and supplemented section)	<b>NOTE</b>
The number of Board of Directors members is 06 (six) people, including one (01) Chairman of the Board of Directors.	The number of members of the Board of Directors is <b>07 (seven)</b> , including one (01) Chairman of the Board of Directors.	

## III. Amendments and additions to the Regulations on the Operation of the Board of Directors

Amendment and Supplement to **Clause 1, Article 5: Number of Board of Directors members:**

<b>CURRENT REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS</b>	<b>REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS. AMENDMENTS AND SUPPLEMENTS</b> (Content in bold is the amendment/supplement)	<b>NOTE</b>
The number of Board of Directors members is six (06) people	The number of Board of Directors members is <b>seven (07)</b> people	

*No. 09/2026/TTr.HDQT*

*Dong Thap, April 13, 2026*

**REPORT**

***Regarding the election of independent board member.***

**To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- *Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and effective from January 1, 2021;*
- *Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and effective from January 1, 2021;*
- *Based on the Charter of Sa Giang Import-Export Joint Stock Company approved by the General Meeting of Shareholders.*

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for consideration: The election of one additional independent member to the Board of Directors for the 2023-2027 term. (Candidate information attached).

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

Sincerely!

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VAN KIEM**

**SA GIANG IMPORT EXPORT CORPORATION**

**LIST OF CANDIDATES FOR INDEPENDENT BOARD OF DIRECTORS, TERM V (2023 - 2027)  
ADDITIONAL ELECTION AFTER AMENDMENT OF CHARTER BY THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS**

No.	Full name	Year of birth		Place of residence	Professional qualifications	Position/Work Unit – Nomination/Application
		Male	Female			
1	Dang Thi Thuong		1987	An Giang	Master	- Director – NSTP Thanh Ngoc Joint Stock Company - Shareholder: Vinh Hoan Joint Stock Company 76.72% of charter capital (as nominated by nomination letter dated April 13, 2026).



CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập – Tự do – Hạnh phúc

SƠ YẾU LÝ LỊCH

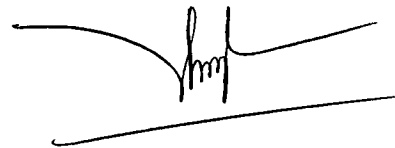
Ứng cử viên Thành viên HĐQT độc lập

Họ và tên	ĐẶNG THỊ THƯƠNG
Ngày sinh	12/08/1987
Nơi sinh	Kiên Giang
CCCD/Hộ chiếu	091187011865
Ngày cấp	03/05/2023
Nơi cấp	Kiên Giang
Quốc tịch	Việt Nam
Dân tộc	Kinh
Địa chỉ thường trú	Tổ 42, Xã Vĩnh Bình, tỉnh An Giang
Điện thoại	0933589818
Trình độ chuyên môn	Thạc sĩ sinh học
Quá trình công tác	2010-2013: Nhân viên RD Công ty CP Vĩnh Hoàn 2013-2014: Phó Giám Đốc Xí Nghiệp Nuôi, Công ty CP Vĩnh Hoàn 2014-2017: Giám Đốc Xí Nghiệp Nuôi, Công ty CP Vĩnh Hoàn 2017-2022: Giám Đốc Phát triển bền vững, Công ty CP Vĩnh Hoàn 2019-2020: Giám Đốc Công ty TNHH Mai Thiên Thanh 2021- hiện tại: Giám Đốc Công ty CP NSTP Thành Ngọc
Các chức vụ công tác hiện nay tại SAGIMEXCO	Không có
Các chức vụ hiện đang nắm giữ tại tổ chức khác	Giám Đốc Công ty CP NSTP Thành Ngọc

Số CP SGC nắm giữ	Không có
+ Đại diện sở hữu	
+ Cá nhân sở hữu	
Các cam kết nắm giữ (nếu có):	
Những người có liên quan nắm giữ CP SGC	Không có

Tôi cam đoan những lời khai trên đây là hoàn toàn đúng sự thật, nếu sai tôi hoàn toàn chịu trách nhiệm trước pháp luật và cam kết thực hiện nhiệm vụ một cách trung thực nếu được bầu làm thành viên Hội đồng quản trị/Ban Kiểm soát.

Phủ Hữu..., ngày 27 tháng 03 năm 2026  
 Người khai ký tên, ghi rõ họ tên



Đặng Thị Thương