

No. 01/2026/TTr-HDQT

Ninh Binh, April 20, 2026

SUBMISSION

For the approval of the 2025 Audited Financial Statements

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited financial statements for 2025, with key indicators as follows:

No.	Key Indicators	Value (VND)
1	Total Revenue	5,302,939,229
2	Earning Before Tax	2,442,813,525
3	Income Tax	215,047,191
4	Earning After Tax	2,227,766,334

The financial statements for 2025 of Sao Thang Long Investment Joint Stock Company have been audited by NVA Auditing Co., Ltd in accordance with applicable standards. The statements were reviewed by the Board of Supervisory and disclosed by Sao Thang Long Investment Joint Stock Company as required. They are also published on the company's website: <http://www.saothanglong.vn>

Respectfully submitted!

Recipients:

- As above;
- BOD, Executive Board;
- HR/Admin.

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Duc Hieu

No. 02/2026/TTr-HĐQT

Ninh Binh, April 20, 2026

SUBMISSION

For the approval of the 2026 business plan

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

Based on the business performance of the Company in 2025 and its development prospects, the Board of Directors respectfully submits the following 20256 Business Plan of Sao Thang Long Investment Joint Stock Company to the General Meeting of Shareholders for consideration and approval:

No.	Indicators	2026 Target (VND)
1	Charter Capital	323,000,000,000
2	Total Revenue	50,000,000,000
3	Earning Before Tax	8,980,704,493
4	Earning After Tax	7,464,563,595
5	Dividend	-

Respectfully submitted!

Recipients:

- As above;
- BOD, Executive Board;
- HR/Admin.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Nguyen Duc Hieu

No. 03/2026/TTr-BKS

Ninh Binh, April 20, 2026

SUBMISSION

For the approval of the selection of independent auditing company for 2026 financial statements

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

The Board of Supervisory of Sao Thang Long Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the selection of independent auditing company for 2026 financial statements, as follows:

1. Approval of the selection of independent auditing company for 2026 financial statements from the following list:
 - International Auditing and Valuation Company Limited;
 - NVA Auditing Company Limited;
 - UHY Auditing and Consulting Company Limited;
 - Moore Aisc Auditing and Information Technology Services Company Limited.
2. In case the aforementioned auditing companies are deemed unsuitable, the Board of Supervisory respectfully requests the General Meeting of Shareholders to authorize the Board of Directors to select another auditing firm from the list of companies approved by the State Securities Commission (SSC) for 2026, concerning Sao Thang Long Investment Joint Stock Company.

Respectfully submitted!

Recipients:

- As above;
- BOD, BOS, Executive Board;
- HR/Admin.

ON BEHALF OF THE BOARD OF SUPERVISORY



Nguyen Thi Lan Huong

No. 04/2026/TTr-HDQT

Ninh Binh, April 20, 2026

SUBMISSION

Regarding the profit distribution in 2025

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

Based on the business performance results of Sao Thang Long Investment Joint Stock Company in 2024, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposal for the distribution of profits for 2025, as follows:

No.	Contents	Value (VND)
I	Retained earnings from previous years	77,704,953,848
1	Retained earnings from previous years	76,045,288,178
2	Appropriation of Remuneration for the Board of Directors and the Board of Supervisors for 2023	(256,100,664)
3	Appropriation of Remuneration for the Board of Directors and the Board of Supervisors for 2024	(312,000,000)
4	2025	2,227,766,334
II	Profit Distribution Plan	271,200,000
1	Appropriation of Remuneration for the Board of Directors and the Board of Supervisors for 2025	271,200,000
2	Stock dividend for 2025	-
III	Estimated Retained Earnings	77,433,753,848

Respectfully submitted!

Recipients:

- As above;
- BOD, BOS, Executive Board;
- HR/Admin.

ON BEHALF OF THE BOARD OF DIRECTORS



Nguyen Duc Hieu

No. 05/2026/TTr-HĐQT

Ninh Binh, April 20, 2026

SUBMISSION

*For the approval of remuneration for the member of the Board of Directors
and Board of Supervisors in 2025*

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

The Board of Directors of Sao Thang Long Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of remuneration for the Board of Directors and the Board of Supervisors in 2025, as follows:

- Chairperson of the Board of Directors: VND 271,200,000 /year;
- Member of the Board of Directors: VND 0 /person/month;
- Member of the Board of Supervisors: VND 0 /person/month.

Respectfully submitted!

Recipients:

- As above;
- BOD, Executive Board;
- HR/Admin.

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



Nguyen Duc Hieu

No: 06/2026/TTr-HĐQT

Ninh Binh, April 20, 2026

SUBMISSION

*For the approval of Dismissal and Election Member of the
Board of Directors and the Board of Supervisors*

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

In accordance with the Company's Charter, the term of office of the Board of Directors and the Board of Supervisors for the 2021–2026 term shall expire at the 2026 Annual General Meeting of Shareholders.

After discussion, the Board of Directors for the 2021–2026 term has resolved to submit to the General Meeting of Shareholders for consideration and approval the following matters:

I. Approval of the Number of Members to be Elected for the 2026-2031 Term

- Number of additional Board of Directors members to be elected: **01 member**
- Number of additional Board of Supervisors member to be elected: **01 member**.
- The additional election of the Board of Directors and the Board of Supervisors members shall be conducted through cumulative voting and by secret ballot, as stipulated in the Election Regulations attached to the meeting documents.

II. Approval of the Applications for Nomination/Self-Nomination for the 2026–2031 Term

1. Mr. Nguyen Duc Hieu– Chairman of the Board of Directors for the 2021–2026 term – standing for re-election;
2. Ms. Nguyen Thi Lan Huong – Head of the Board of Supervisors for the 2021–2026 term – standing for re-election;

A brief introduction of the aforementioned candidate is provided to shareholders in the meeting materials. In addition to the candidate, shareholders/shareholder groups meeting the conditions stipulated in the 2020 Law on Enterprises and the Company's Charter are also entitled to self-nominate or nominate candidates for election by the General Meeting of Shareholders as additional members of the Board of Directors and the Board of Supervisors



Respectfully submitted!

Recipients:

- *As above;*
- *BOD, Executive Board;*
- *HR/Admin.*

ON BEHALF OF THE BOARD OF DIRECTORS



NGUYEN DUC HIEU



**SAO THANG LONG INVESTMENT
JOINT STOCK COMPANY**

No. 07/2026/TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ninh Binh, April 20, 2026

SUBMISSION

For the Amendment of the Company's Business Lines

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**



Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the amendment of certain business lines of the Company in accordance with Decision No. 36/2025/QĐ-TTg dated 29 September 2025 of the Prime Minister on the Vietnamese System of Economic Sectors, and the addition of business lines, specifically as follows:

1. Removal of certain business activities:

No.	Industry Code	Business Activities	Main Business Activities
1.	4752	Retail sale of hardware, paints, glass and other construction installation equipment in specialized stores	
2.	4721	Retail sale of food in specialized stores	
3.	4722	Retail sale of food products in specialized stores	
4.	4663	Wholesale of construction materials and other installation supplies	
5.	4723	Retail sale of beverages in specialized stores	
6.	4773	Other retail sale of new goods in specialized stores	
7.	4771	Retail sale of clothing, leather articles and imitation leather	

No.	Industry Code	Business Activities	Main Business Activities
		in specialized stores	
8.	4631	Wholesale of rice, wheat, other cereals and wheat flour	
9.	5510	Short-term accommodation activities	
10.	4661	Wholesale of solid, liquid and gaseous fuels and related products	
11.	4662	Wholesale of metals and metal ores	
12.	4669	Other specialized wholesale n.e.c	
13.	6820	Real estate consultancy and brokerage and auctioning, land use right auctioning	
14.	9000	Creative, arts and entertainment activities	
15.	7020	Management consultancy activities	
16.	4791	Retail sale via mail order houses or via Internet	
17.	4799	Other retail sale not in stores, stalls or markets	
18.	4753	Retail sale of carpets, rugs, wall and floor coverings in specialized stores	
19.	4759	Retail sale of electrical household appliances, furniture and the like, lighting equipment and other household articles n.e.c in specialized stores	

2. Addition of business activities:

No.	Industry Code	Business Activities	Main Business Activities
1.	4752	Retail of hardware, paint, glass, other construction materials and installation equipment	
2.	4721	Food retail	
3.	4722	Foodstuffs retail	
4.	4673	Wholesale of other construction materials and installation equipment	
5.	4723	Beverage retail	
6.	4773	Retail sale of other new goods (except automobiles, motorcycles, motorbikes and accessories)	

No.	Industry Code	Business Activities	Main Business Activities
7.	4771	Retail of clothing, footwear, leather and imitation leather goods	
8.	4631	Wholesale of rice, wheat, other cereal products, wheat flour	
9.	5510	Hotels and similar accommodations	
10.	5520	Other short-term accommodation services	
11.	4671	Wholesale of solid, liquid, gaseous fuels and related products	
12.	4672	Wholesale of metals and metal ores	
13.	4679	Other specialized wholesale not elsewhere classified	
14.	6829	Other real estate activities on a fee or contract basis	
15.	7020	Business management consulting activities and other management consulting activities	
16.	4753	Retail of carpets, mattresses, blankets, curtains, blinds, wall and floor coverings	
17.	4759	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar furniture, lamps and electric lighting sets, other household appliances not elsewhere classified	
18.	0129	Planting other perennial crops	
19.	4620	Wholesale of agricultural and forestry raw materials (except wood, bamboo) and live animals	
20.	4632	Food wholesale	
21.	4711	General retail with food, beverages, cigarettes and tobacco accounting for a large proportion	
22.	8292	Packing services	

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- To promulgate the Charter on Organization and Operations in compliance with applicable laws and to carry out legal procedures related to the amendment and supplementation of business lines

Respectfully submit.

Recipients:

- *As above;*
- *BOD, Executive Board;*
- *HR/Admin.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN DUC HIEU



No. 08/2026/TTr-HĐQT

Ninh Binh, April 20, 2026

SUBMISSION

For the Amendment of the Company's Charter and internal Regulations

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company ("Company's Charter").

The Board of Directors respectfully submits to the General Shareholders' Meeting of Sao Thang Long Investment Joint Stock Company ("**Company**") for consideration and approval the amendments and supplements to the Charter on the Organization and Operation of the Company (Company's Charter) with the key points as follows:

No.	Current Charter Provisions	Proposed Amendments	Reason
1	Clause 3, Article 2: "3. Headquarters: - Address: 13 Minh Khai Street, Tran Hung Dao Ward, Nam Dinh City, Nam Dinh Province, Vietnam -Phone number: 0228.3849498 - Fax: 02283839121 -Website: www.saothanglong.vn"	Clause 3, Article 2: "3. Headquarters: - Address: 13 Minh Khai Street, Nam Dinh Ward, Ninh Binh Province, Vietnam - Phone number: 0228.3849498 - Fax: 02283839121 - Website: www.saothanglong.vn"	Change of administrative boundaries pursuant to Resolution No. 202/2025/QH15 of the National Assembly on the reorganization of provincial-level administrative units.

2	<p>Clause 4, Article 25:</p> <p><i>“4. Members of the Board of Directors shall satisfy the standards and conditions specified in Clause 1 and Clause 2 Article 155 of the Law on Enterprises”</i></p>	<p>Clause 4, Article 25:</p> <p><i>“4. Members of the Board of Directors may concurrently serve as members of the Board of Directors or the Members’ Council in no more than five other companies, and shall satisfy the standards and conditions specified in Clauses 1 and 2, Article 155 of the Law on Enterprises.”</i></p>	<p>Amendment pursuant to Decree No. 245/2025/ND-CP, amending and supplementing certain provisions of Decree No. 155/2020/ND-CP.</p>
3	<p>Clause 3, Article 26:</p> <p><i>“3. Composition of the Board of Directors:</i></p> <p><i>At least one third (1/3) of the members of the Board of Directors of the Company shall be non-executive members. The Company shall minimize the number of members of the Board of Directors that concurrently hold executive positions in the Company to ensure the independence of the Board of Directors.</i></p>	<p>Clause 3, Article 26:</p> <p><i>“3. Composition of the Board of Directors:</i></p> <p><i>a. The composition of the Company’s Board of Directors must ensure an adequate number of non-executive members, as follows:</i></p> <ul style="list-style-type: none"> <i>- At least 01 non-executive member if the Board of Directors has 03 – 05 members;</i> <i>- At least 02 non-executive members if the Board of Directors has 06 – 08 members;</i> <i>- At least 03 non-executive members if the Board of Directors has 09 – 11 members.</i> <p><i>The Company shall minimize the number of members of the Board of Directors that concurrently hold executive</i></p>	<p>Amendment pursuant to Decree No. 245/2025/ND-CP, amending and supplementing certain provisions of Decree No. 155/2020/ND-CP.</p>

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	<p><i>The Board of Directors shall be composed so as to ensure the requisite number of independent members, as follows:</i></p> <p><i>a) At least 01 independent member if the Board of Directors has 03 – 05 members;</i></p> <p><i>b) At least 02 independent members if the Board of Directors has 06 – 08 members;</i></p> <p><i>c) At least 03 independent members if the Board of Directors has 09 – 11 members.”</i></p>	<p><i>positions in the Company to ensure the independence of the Board of Directors.</i></p> <p><i>b. The Board of Directors shall be composed so as to ensure the requisite number of independent members, as follows:</i></p> <p><i>- At least 01 independent member if the Board of Directors has 03 – 05 members;</i></p> <p><i>- At least 02 independent members if the Board of Directors has 06 – 08 members;</i></p> <p><i>- At least 03 independent members if the Board of Directors has 09 – 11 members.”</i></p>	
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- Amend and supplement Clause 1, Article 4 of the Charter in accordance with the proposal on the addition of business lines

- Pursuant to the law and Company's charter, the Board of Directors respectfully submits to the General Shareholders' Meeting for consideration and approval the amendments and supplements to the Internal Regulations of Company, include:

- + Internal Regulation on Corporate Governance
- + Regulation on the Operation of the Board of Directors
- + Regulation on Internal Audit
- + Regulation on Operation of the Board of Supervisors

The detailed content of the amended Charter and Regulations is attached to this Submission.

Respectfully submit.

Recipients:

- *As above;*
- *BOD, Executive Board;*
- *HR/Admin.*

ON BEHALF OF THE BOARD OF DIRECTORS



CHAIRMAN

NGUYEN DUC HIEU



No. 09/2026/TTr-HĐQT

Ninh Binh, April 20, 2026

SUBMISSION

Ref: Approve the policy to participate in the investor selection bidding process and assignment of the Board of Directors to decide on all matters related to the project “Kieu Phu Residential Area Housing Development Project” located in Kieu Phu Commune, Hanoi City.

**To: THE GENERAL MEETING OF SHAREHOLDERS
SAO THANG LONG INVESTMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Law on Securities No. 54/2019/QH14, passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of Sao Thang Long Investment Joint Stock Company (“Company’s Charter”).

In order to implementing the business plan for 2026 and for the subsequent years, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

1. Approval of the policy to participate in the bidding process for the selection of an investor for the project titled “Kieu Phu Residential Area Development Project” located in Kieu Phu Commune, Hanoi City, with a total estimated investment capital of approximately VND 1,700 billion (*One thousand seven hundred billion Vietnamese dong*) (hereinafter referred to as the “**Project**”).
2. Approval of the authorization granted to the Board of Directors to decide on matters related to the Project, including but not limited to:
 - a. Decide on the investment policy and/or investment plan and approve the Project information; carry out procedures for obtaining approval of the Project’s investment policy; undertake procedures for the formulation and/or amendment of planning schemes related to the Project; and implement procedures relating to bid security and credit commitment arrangements with credit institutions;
 - b. Decide on capital mobilization plans for the implementation of the investment project; identify and select partners, establish consortiums, and determine consortium participation ratios; and



decide on investment in and/or capital contribution for the establishment of a project company (special purpose vehicle) to implement the Project;

- c. Decide on all other matters related to the Project, including the selection of partners; and approve all contracts, documents, and transactions related to the implementation of the Project in accordance with applicable laws.

Respectfully submit!

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



NGUYEN DUC HIEU

