

RESOLUTION
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS
SADICO CAN THO JOINT STOCK CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Sadico Can Tho Joint Stock Corporation;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Sadico Can Tho Joint Stock Corporation dated 07/05/2026.

RESOLUTION:

Article 1. Approval of the 2025 Operational Report of the Board of Directors and the 2026 Operational Plan.

Article 2. Approval of the 2025 Operational Report of the Supervisory Board and the 2026 Operational Plan.

Article 3. Approval of the 2025 Business Performance Report and the 2026 Business Plan. It is unanimously agreed to approve the 2026 salary of the Chairman of the Board of Directors at 20 times the average salary of employees in 2025.

Article 4. Approval of the audited consolidated and separate Financial Statements for 2025 in accordance with Proposal No. 01/2026/TTr-HĐQT dated May 7, 2026.

Article 5. Approval of the establishment of funds and profit distribution for 2025 in accordance with Proposal No. 02/2026/TTr-HĐQT dated May 7, 2026.

Article 6. Approval of the 2026 business production plan and profit distribution plan in accordance with Proposal No. 03/2026/TTr-HĐQT dated May 7, 2026.

Article 7. Approval of the selection of the auditing firm for the 2026 Financial Statements in accordance with Proposal No. 04/2026/TTr-HĐQT dated May 7, 2026, and authorization of the Board of Directors to select the auditing firm for the 2026 Financial Statements.

Article 8. Approval of the remuneration for the Board of Directors and the Supervisory Board in 2025, and the remuneration plan for the Board of Directors and the Supervisory Board in 2026, in accordance with Proposal No. 05/2026/TTr-HĐQT dated May 7, 2026.

Article 9. Approval of the permission to receive share transfers without a public tender offer in accordance with Proposal No. 06/2026/TTr-HĐQT dated May 7, 2026.

Article 10. Authorization of the Board of Directors to decide on specific issues arising within the authority of the General Meeting of Shareholders during the implementation of the matters



approved by the General Meeting of Shareholders as stated above.

Article 11. Enforcement

The Board of Directors, the Supervisory Board, the Board of Management, and relevant persons shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing.

Recipients:

- *As per Article 11;*
- *Company Shareholders, Website;*
- *SSC, HNX;*
- *Archived: Office.*

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



Mai Cong Toan



RESOLUTION
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS
SADICO CAN THO JOINT STOCK CORPORATION

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter of Sadico Can Tho Joint Stock Corporation;*
- *Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Sadico Can Tho Joint Stock Corporation dated 07/05/2026.*

RESOLUTION:

Article 1. Approval of Proposal No. 07/2026/TTr-HĐQT dated May 7, 2026 of the Board of Directors regarding the plan for transferring a portion of shares owned in Tay Do Cement Joint Stock Company.

Article 2. Enforcement

The Board of Directors, the Supervisory Board, the Board of Management, and relevant persons shall be responsible for implementing this Resolution.

This Resolution shall take effect from the date of signing.

Recipients:

- *As per Article 2;*
- *Company Shareholders;*
- *SSC, HNX;*
- *Archived: Office.*

**FOR AND ON BEHALF OF THE BOARD
OF DIRECTORS**



CHAIRMAN

Mai Cong Toan

No: 01/2026/BB-DHĐCĐ

Can Tho, May 7, 2026

**MINUTES OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

SADICO CAN THO JOINT STOCK CORPORATION

At 9:00 a.m. on May 7, 2026, at the head office of Sadico Can Tho Joint Stock Corporation, Enterprise Registration Number 1800155452, address at 366E CMT8 Street, Binh Thuy Ward, Can Tho City, the 2026 Annual General Meeting of Shareholders (hereinafter referred to as "GMS" or "General Meeting") of Sadico Can Tho Joint Stock Corporation (hereinafter referred to as "Company") took place.

A. PARTICIPANTS

* Shareholders attending the General Meeting;

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

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

(Mr. Do Huu Huong authorized Mr. Mai Cong Toan to attend the General Meeting.)

* Supervisory Board ("BOS"), including the following members:

- | | |
|----------------------|-------------------------------------|
| - Mr. Vu Xuan Nguyen | - Chairman of the Supervisory Board |
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B. CONTENTS OF THE GENERAL MEETING

I. Procedures for the Opening of the General Meeting

1. Mr. Mai Cong Toan, on behalf of the Organizing Committee of the General Meeting, declared the reason for the Meeting and introduced the attending delegates.

2. Mr. Trinh Xuan Thao, on behalf of the Shareholders' Eligibility Verification Committee, announced the attendance ratio of shareholders at the General Meeting with the following results:

- As of 9:20 AM on May 7, 2026, there were a total of 23 shareholders attending the Meeting, including 2 shareholders attending in person and 21 shareholders attending by proxy, representing 9,993,491 shares, equivalent to 98.5552% of the voting shares attending the General Meeting.

- Pursuant to Clause 1, Article 18 of the Company Charter, the 2026 Annual General Meeting of Shareholders of the Company was duly convened, valid, and authorized to proceed.

3. Approval of the Presidium, the Secretariat, and the Vote Counting Committee

a. Approval of the Presidium consisting of the following members:

- Mr. Mai Cong Toan – Chairman of the Board of Directors – Chairperson of the General Meeting

- Mr. Nguyen Van Ngu – Member of the Board of Directors

The General Meeting approved with 100% of the attending shareholders' voting votes in favor.

On behalf of the Presidium, Mr. Mai Cong Toan introduced the Secretariat and the Vote Counting Committee.

b. Approval of the Secretariat, consisting of:

- Mr. Nguyen Tan Dat – Head of the Secretariat

- Mr. Le Minh Thang – Member

The General Meeting approved with 100% of the attending shareholders' voting votes in favor.

c. Approval of the Vote Counting Committee, consisting of:

1. Mr. Tran Minh Si – Head of the Committee

2. Mr. Trinh Xuan Thao – Member

3. Ms. Tran Thi Long – Member

The General Meeting approved with 100% of the attending shareholders' voting votes in favor.

4. Approval of the agenda and the Regulations on the Organization of the General Meeting

Voting results:

In favor	9,993,491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the agenda and the Regulations on the Organization of the General Meeting with 100% of the voting shares attending the General Meeting voting in favor.

Mr. Mai Cong Toan – Chairperson of the Meeting, reported to the General Meeting and proposed the addition of an item to the Meeting agenda as follows: On April 28, 2026, the General Meeting received a proposal form from major shareholder Ms. Pham Thi Thuy regarding the transfer of a portion of shares owned in Tay Do Cement Joint Stock Company. I

respectfully request the General Meeting to consider and vote on supplementing the agenda of the General Meeting with the item concerning the transfer of a portion of shares owned in Tay Do Cement Joint Stock Company.

Voting for approval of the addition of the item concerning the transfer of a portion of shares owned in Tay Do Cement Joint Stock Company to the agenda of the General Meeting.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the addition of the item concerning the transfer of a portion of shares owned in Tay Do Cement Joint Stock Company to the agenda of the General Meeting with 100% of the voting shares attending the General Meeting voting in favor.

II. Presentation of reports and proposals:

2.1. Mr. Nguyen Van Ngu, on behalf of the Board of Directors, presented to the General Meeting the Report on the activities of the Board of Directors in 2025 and the operational plan for 2026.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the Report on the activities of the Board of Directors in 2025 and the operational plan for 2026 with 100% of the voting shares attending the General Meeting voting in favor.

2.2. Mr. Vu Xuan Nguyen, on behalf of the Supervisory Board, presented to the General Meeting the Report on the activities of the Supervisory Board in 2025 and the operational plan for 2026.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.

No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.
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The General Meeting approved the Report on the activities of the Supervisory Board in 2025 and the operational plan for 2026 with 100% of the voting shares attending the General Meeting voting in favor.

2.3. Mr. Nguyen Van Cuong, representing the Board of Management, presented and submitted to the General Meeting the Report on the 2025 business and production performance and the 2026 business plan; Proposal No. 01/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the audited consolidated and separate Financial Statements for 2025; Proposal No. 02/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the establishment of funds and profit distribution for 2025; Proposal No. 03/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the 2026 business and production plan and profit distribution plan; and Proposal No. 04/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the selection of the auditing firm for the 2026 Financial Statements and the authorization of the Board of Directors to select the auditing firm for the 2026 Financial Statements.

2.3.1. Voting results on the approval of the Report on the 2025 business and production performance and the 2026 business plan:

In favor	9,993,491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the Report on the 2025 business and production performance and the 2026 business plan with 100% of the voting shares attending the General Meeting voting in favor.

2.3.2. Voting results on the approval of Proposal No. 01/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the audited consolidated and separate Financial Statements for 2025:

In favor	9,993,491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Proposal No. 01/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the audited consolidated and separate Financial Statements for 2025 with 100% of the voting shares attending the General Meeting voting in favor.

2.3.3. Voting results on the approval of Proposal No. 02/2026/TTr-HĐQT dated May 7, 2026 regarding the establishment of funds and profit distribution for 2025:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Proposal No. 02/2026/TTr-HĐQT dated May 7, 2026 regarding the establishment of funds and profit distribution for 2025 with 100% of the voting shares attending the General Meeting voting in favor.

2.3.4. Voting results on the approval of Proposal No. 03/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the business and production plan and profit distribution plan for 2026:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Proposal No. 03/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the business and production plan and profit distribution plan for 2026 with 100% of the voting shares attending the General Meeting voting in favor.

2.3.5. Voting results on the approval of Proposal No. 04/2026/TTr-HĐQT dated May 7, 2026 regarding the selection of the auditing firm for the 2026 Financial Statements and the authorization of the Board of Directors to select the auditing firm for the 2026 Financial Statements:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Proposal No. 04/2026/TTr-HĐQT dated May 7, 2026 regarding the selection of the auditing firm for the 2026 Financial Statements and the authorization of the Board of Directors to select the auditing firm with 100% of the voting shares attending the General Meeting voting in favor.

2.3.6. Voting results on the approval of the 2026 salary of the Chairman of the Board of Directors at 20 times the average salary of employees in 2025:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the 2026 salary of the Chairman of the Board of Directors at 20 times the average salary of employees in 2025 with 100% of the voting shares attending the General Meeting voting in favor.

2.4. Mr. Nguyen Van Ngu presented to the General Meeting Proposal No. 05/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the remuneration of the Board of Directors and the Supervisory Board for 2025, and the remuneration plan for the Board of Directors and the Supervisory Board for 2026.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Proposal No. 05/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of the remuneration of the Board of Directors and the Supervisory Board for 2025, and the remuneration plan for the Board of Directors and the Supervisory Board for 2026 with 100% of the voting shares attending the General Meeting voting in favor.

2.5. Mr. Nguyen Van Ngu presented to the General Meeting Proposal No. 06/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of receiving share transfers without a public tender offer.

Voting results (the total number of voting shares was 4.291.420 shares, excluding shareholders who are transferors, transferees, and related persons of such shareholders, representing 5.702.071 shares):

In favor	4.291.420 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Proposal No. 06/2026/TTr-HĐQT dated May 7, 2026 regarding the approval of receiving share transfers without a public tender offer with 100% of the voting shares attending the General Meeting voting in favor.

2.6. Mr. Nguyen Van Ngu presented the plan for transferring a portion of shares in Tay Do Cement Joint Stock Company.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the plan for transferring a portion of shares in Tay Do Cement Joint Stock Company with 100% of the voting shares attending the General Meeting voting in favor.

2.7. Mr. Mai Cong Toan presented: “In order to ensure the continuous operation of the Company’s business and production activities, I respectfully request the General Meeting to consider and approve the authorization of the Board of Directors to decide on specific issues arising within the authority of the General Meeting of Shareholders during the implementation of the matters approved by the General Meeting of Shareholders as stated above.”

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the authorization of the Board of Directors to decide on specific issues arising within the authority of the General Meeting of Shareholders during the implementation of the matters approved by the General Meeting of Shareholders as stated above, with 100% of the voting shares attending the General Meeting voting in favor.

C. APPROVAL OF THE RESOLUTION, MINUTES, AND CLOSING OF THE GENERAL MEETING

Mr. Nguyen Tan Dat – Head of the Secretariat, read the draft Minutes of the Meeting and the draft Resolution of the General Meeting of Shareholders.

Approval of Resolution No. 01/2026/ĐHĐCĐ dated May 7, 2026.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Resolution No. 01/2026/ĐHĐCĐ dated May 7, 2026 with 100% of the voting shares attending the General Meeting voting in favor.

Approval of Resolution No. 02/2026/ĐHĐCĐ dated May 7, 2026.

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved Resolution No. 02/2026/ĐHĐCĐ dated May 7, 2026 with 100% of the voting shares attending the General Meeting voting in favor.

Approval of the Minutes of the General Meeting:

Voting results:

In favor	9.993.491 votes	Representing 100% of the voting shares attending the General Meeting.
Against	0 vote	Representing 0% of the voting shares attending the General Meeting.
No opinion	0 vote	Representing 0% of the voting shares attending the General Meeting.

The General Meeting approved the Minutes of the General Meeting with 100% of the voting shares attending the General Meeting voting in favor.

The Chairperson declared the closing of the General Meeting.

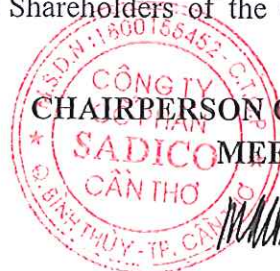
The 2026 Annual General Meeting of Shareholders of the Company concluded at 12:00 PM on the same day.

ON BEHALF OF THE SECRETARIAT
HEAD OF THE SECRETARIAT



Nguyen Tan Dat

CHAIRPERSON OF THE GENERAL
MEETING



Mai Cong Toan

PROPOSAL

Approval of the Audited Separate and Consolidated Financial Statements for 2025

Respectfully to: The 2026 Annual General Meeting of Shareholders

Pursuant to:

- The Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and its guiding documents;
- The Law on Securities of the National Assembly of the Socialist Republic of Vietnam;
- The Charter of Sadico Can Tho Joint Stock Corporation (the Charter);

The Board of Directors respectfully submits the 2025 Audited Financial Statements to the General Meeting of Shareholders for consideration and approval. The details are as follows:

The 2025 Separate and Consolidated Financial Statements were audited by CPA Vietnam Auditing Company Limited in accordance with applicable standards. These statements have also been disclosed on the stock exchange by the Board of Directors of Sadico Can Tho Joint Stock Corporation in compliance with regulations, including:

1. Board of Management's Report.
2. Independent Auditor's Report.
3. Balance Sheet as of December 31, 2025.
4. Income Statement for the period from January 01, 2025 to December 31, 2025.
5. Cash Flow Statement for the period from January 01, 2025 to December 31, 2025.
6. Notes to the Financial Statements for the fiscal year from January 01, 2025 to December 31, 2025.

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

Respectfully!

Recipients:

- As above;
- BOD, SB;
- BOM;
- Archived: Office;

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



Mai Cong Toan

No: 02/2026/TTr - HĐQT

Can Tho, May 7, 2026

PROPOSAL

Re: Approval of the appropriation to funds and profit distribution for 2025

Respectfully to: The 2026 Annual General Meeting of Shareholders

Pursuant to:

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

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

- *The Charter of Sadico Can Tho Joint Stock Corporation (the Charter);*

Based on the Resolution of the 2025 Annual General Meeting of Shareholders and the 2025 business performance results, the Board of Directors proposes the appropriation to funds and the distribution of after-tax profit as follows:

Unit: VND billion

DESCRIPTION	PLAN		ACTUAL	
	GENERAL MEETING OF SHAREHOLDERS			
	PERCENTAGE	AMOUNT	PERCENTAGE	AMOUNT
1- Profit after tax in 2025		22,45		1,27
- From operating profit		10,38		-1,03
- From financial investment profit		12,07		2,30
2- Retained earnings from previous years		59,26		59,26
3- Total undistributed profit		81,71		60,53
4- Total distributed profit		24,70		0,76
- Dividends (% of charter capital)	20%	20,28	0%	0
- Board of Directors' remuneration		0,36		0,36
- Supervisory Board's remuneration		0,24		0,24
- Bonus for the Chairman of the Board of Directors (based on profit after tax from operating activities)	5%	1,12	5%	0
- Development investment fund (from profit after tax)	6%	1,74	6%	0,08
- Bonus and welfare fund (from profit after tax)	6%	1,74	6%	0,08
5- Remaining undistributed profit		57,01		59,77


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

Respectfully,

Recipients:

- As above;
- BOD, SB;
- BOM;
- Archived: Office;

FOR AND ON BEHALF OF THE
BOARD OF DIRECTORS
CHAIRMAN



Mai Cong Toan



No: 03/2026/TTr - HĐQT

Can Tho, May 7, 2026

PROPOSAL

Re: Approval of the 2026 Business Plan and Profit Distribution Plan

Respectfully to: The 2026 Annual General Meeting of Shareholders

Pursuant to:

- *The Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and its guiding documents;*
- *The Law on Securities of the National Assembly of the Socialist Republic of Vietnam;*
- *The Charter of Sadico Can Tho Joint Stock Corporation (the Charter);*

The Board of Directors respectfully submits the 2026 Business Plan and the 2026 Profit Distribution Plan to the General Meeting of Shareholders for consideration and approval, with the following key indicators:

1. 2026 Business Plan

Consolidated Report:

Indicators	Unit	Value
Total Revenue	VND billion	1.884,49
Profit Before Tax	VND billion	55,35
Profit After Tax	VND billion	52,53

Parent Company Report:

Indicators	Unit	Value
Total Revenue	VND billion	283,09
Profit Before Tax	VND billion	15,18
Profit After Tax	VND billion	12,36

2. 2026 After-tax Profit Distribution Plan

The Board of Directors respectfully submits the 2026 after-tax profit distribution plan to the General Meeting of Shareholders for approval, including the fund appropriation rates and the expected dividend payout ratio as follows:

KEY INDICATORS		2026 PLAN	
	Unit	Parent Company	Consolidated
1- Production and sales volume	bags	86.545.000	55.905.000
	tons		1.500.000

KEY INDICATORS		2026 PLAN	
	Unit	Parent Company	Consolidated
2- Total revenue	VND billion	283,09	1.884,49
3- Profit before tax	VND billion	15,18	55,35
* From operating profit		14,08	51,25
* From financial investment profit		1,10	4,10
4- Profit after tax	VND billion	12,36	52,53
* From operating profit		11,26	48,43
* From financial investment profit		1,10	4,10
5- Dividend payout (%)		10%	
6- Remuneration			
* BOD & Head of Supervisory Board		10,000,000 VND/person/month	
* Members of Supervisory Board		5,000,000 VND/person/month	
7-Bonus for Chairman BOD		5% of profit after tax (Subject to the Parent Company achieving the production and business profit targets approved by the GMS)	
8- Development investment fund		6% of profit after tax	
9- Bonus and welfare fund		6% of profit after tax	

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

Respectfully!

Recipients:

- As above;
- BOD, SB;
- BOM;
- Archived: Office.

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



Mai Cong Toan

PROPOSAL

Re: Approval of the selection of an independent auditing firm for the 2026 Financial statements

Respectfully to: The 2026 Annual General Meeting of Shareholders

Pursuant to:

- The Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and its guiding documents;*
- The Law on Securities of the National Assembly of the Socialist Republic of Vietnam;*
- The Charter of Sadico Can Tho Joint Stock Corporation (the Charter);*

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the selection of an independent auditing firm for the 2026 financial statements.

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

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

Respectfully!

Recipients:

- *- As above;*
- *- BOD, SB;*
- *- BOM;*
- *- Archived: Office;*

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



Mai Cong Toan

PROPOSAL

***Re: Approval of the remuneration for the Board of Directors and the Supervisory Board in 2025,
and the remuneration plan for the Board of Directors and the Supervisory Board in 2026***

Respectfully to: The 2026 Annual General Meeting of Shareholders

Pursuant to:

- *The Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam and its guiding documents;*
- *The Law on Securities of the National Assembly of the Socialist Republic of Vietnam;*
- *The Charter of Sadico Can Tho Joint Stock Corporation (the Charter);*
- *The 2025 business performance results and the 2026 business plan of the Company;*

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

I. Final settlement of monthly remuneration for members of the BOD and the SB in 2025:

Unit: VND

No	Indicators	Number of members	Approved remuneration (VND/person/month)	Total approved remuneration for 2025	Total actual remuneration paid in 2025
A	BOD Remuneration				
1	Chairman of the BOD	1	10.000.000	120.000.000	120.000.000
2	BOD Member	2	10.000.000	240.000.000	240.000.000
B	Supervisory Board (SB) Remuneration				
1	Head of the SB	1	10.000.000	120.000.000	120.000.000
2	SB Member	2	5.000.000	120.000.000	120.000.000
C	Total			600.000.000	600.000.000

II. Proposed total remuneration for members of the BOD and the SB in 2026:

No	Indicators	Number of members	Approved remuneration (VND/person/month)	Total approved remuneration for 2025
A	BOD Remuneration			
1	Chairman of the BOD	1	10.000.000	120.000.000
2	BOD Member	2	10.000.000	240.000.000
B	Supervisory Board (SB) Remuneration			
1	Head of the SB	1	10.000.000	120.000.000
2	SB Member	2	5.000.000	120.000.000
C	Total			600.000.000

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

Respectfully,

Recipients:

- As above;
- BOD, SB;
- BOM;
- Archived: Office.

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

SADICO
CẦN THƠ

[Signature]

Mai Cong Toan

PROPOSAL

Re: Regarding the authorization for share transfer without a public tender offer

Respectfully to: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Law on Enterprises;
- Pursuant to the Law on Securities;
- Pursuant to the Charter of Sadico Can Tho Joint Stock Corporation.

The Board of Directors of the Company hereby proposes:

To approve for the major shareholders of Sadico Can Tho Joint Stock Corporation to receive the transfer of voting shares of the Company, resulting in ownership reaching the levels prescribed by law without being required to perform public tender offer procedures, specifically as follows:

- **The Transferee(s):**

1. Mr. Mai Cong Toan (ID No.: 030074007502 dated of issue 23/08/2022, place of issue: Police Department for Administrative Management of Social Order) and/or related persons in accordance with current laws.
2. Mrs. Pham Thi Theu (ID No.: 030178007099 dated of issue 03/06/2022 place of issue: Police Department for Administrative Management of Social Order) and/or related persons in accordance with current laws.

The individuals mentioned in Sections 1 and 2 above are permitted to receive the transfer of voting shares in one or more transactions, resulting in an ownership level of **25%** or more, and/or subsequent purchases resulting in a direct or indirect ownership exceeding **35%, 45%, 55%, 65%, 75%** of the voting shares of Sadico Can Tho Joint Stock Corporation, without being required to perform public tender offer procedures in accordance with the law.

- **The Transferor(s):** Mr. Cao Minh Hien owning 484,841 shares, equivalent to 4.78% of the total voting shares of Sadico Can Tho Joint Stock Corporation; Mrs. Cao Thi Hang Ha owning 512,976 shares, equivalent to 5.06% of the total voting shares of Sadico Can Tho Joint Stock Corporation.



- Transaction method: Receive transfer via put-through transactions or order matching on the exchange in accordance with the law.
- Execution time: After being approved by the General Meeting of Shareholders.
- The General Meeting of Shareholders authorizes the Board of Directors to decide on all matters related to this transfer to ensure the implementation of the contents approved by the General Meeting of Shareholders.

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

Respectfully,

Recipients:

- *As above;*
- *BOD, SB;*
- *BOM;*
- *Archived: Office.*

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



Mai Cong Toan



**PLAN FOR THE TRANSFER OF A PORTION OF SHARES OWNED IN
TAY DO CEMENT JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises;

- Pursuant to the Charter of Sadico Can Tho Joint Stock Corporation.

1. Necessity for the transfer of a portion of shares owned in Tay Do Cement Joint Stock Company

The Company is currently facing numerous difficulties, particularly in the context of the complicated domestic and global economic situation, as well as increasing fuel prices with no signs of decline.

In addition, the Company has invested in additional machinery, equipment, production lines, and other production facilities, thereby creating a demand for additional working capital.

The transfer of a portion of shares owned in Tay Do Cement Joint Stock Company is intended to enhance financial capacity and increase capital scale for business operations.

2. Purpose and demand for the use of proceeds from the share transfer

The entire amount of capital raised from the share transfer shall be used for the Company's core business activities, namely packaging production.

3. Share transfer plan

1.	Type of shares	Ordinary shares
2.	Par value	VND 10,000/share
3.	Number of shares to be transferred	20% of the shares owned by Sadico Can Tho Joint Stock Corporation in Tay Do Cement Joint Stock Company
4.	Method of offering	Sale of shares through auction, competitive offering, or negotiated transaction on the exchange.
5.	Expected offering price	VND 12,000/share
6.	Priority order of offerees	1. Existing major shareholders of the Company with sufficient capability and financial capacity. 2. Strategic investors.

		3. Management personnel of the Company.
7.	Capital utilization plan	Immediately after the successful transfer of shares

The share offering shall be implemented after obtaining approval from the General Meeting of Shareholders.

4. Assignment and authorization by the General Meeting of Shareholders to the Board of Directors

- To carry out procedures, notifications, information disclosures, and other necessary actions with competent authorities, organizations, and relevant individuals in order to implement the offering and transfer of shares in Tay Do Cement Joint Stock Company in the most effective manner, in accordance with the Company's actual business conditions, relevant legal regulations, the Company Charter, and shareholders' interests.
- To determine the timing of the share transfer in accordance with actual circumstances.
- To determine the transfer price of shares, provided that such price shall not be lower than the proposed offering price of VND 12,000/share.
- To implement the plan for the use of proceeds from the offering and transfer of shares for the intended purposes, ensuring the interests of shareholders and the Company, in compliance with legal regulations, and to report to the General Meeting of Shareholders at the nearest meeting.
- Depending on specific circumstances, the Board of Directors may authorize the Chairman of the Board of Directors to perform one or several of the aforementioned tasks.
- To engage a securities company to provide advisory services and carry out procedures in accordance with legal requirements.
- To proactively decide on and implement other necessary tasks (if any arise) to ensure the successful transfer of shares in Tay Do Cement Joint Stock Company.

Respectfully,

Recipients:

- As above;
- BOD, SB;
- BOM;
- Archived: Office.

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

SADICO

CAN THO

Q. DINH THUY - TP. CAN THO

[Signature]

Mai Cong Toan