

No: 640 /CB-SZE-TCKT

Dong Nai, August 21, 2026

**INFORMATION DISCLOSURE ON THE ELECTRONIC PORTAL
HANOI STOCK EXCHANGE**

To: Ha Noi Stock Exchange

1. Name of the organization: Sonadezi Environment Joint Stock Company
 - Stock code: SZE
 - Address: No. 12, Huynh Van Nghe Street, Tran Bien Ward, Dong Nai City.
 - Telephone: 02513.951771 and Support hotline: 1900 3160
 - E-mail: info@sze.com.vn
2. Contents of information disclosure:
 - Resolution of the Board of Directors on the Payment Date of the 2025 Dividend;
 - Notice of the Record Date to Exercise the Right to Cash Dividend Payment.
3. This information has been published on the Company's website on August 21, 2026, at the link: <https://sze.com.vn/>

Attached Documents:

- Resolution No. 56 /NQ-SZE-HĐQT dated 21/8/2026.
- Notice No. 639 /TB-SZE-TCKT dated 21/8/2026.

We hereby commit that the disclosed information is truthful and assume full responsibility before the law for the contents of the disclosed information.

Sincerely.!

Recipients: *hy*

- As above;
- Archived: Office, Finance and Accounting Department. *hy*



Ngo Xuan Quang

No.: 56/NQ-SZE-HDQT

Dong Nai, August 21, 2026

RESOLUTION
Regarding the Payment Date of the 2025 Dividend

THE BOARD OF DIRECTORS OF SONADEZI ENVIRONMENT JSC

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

Pursuant to the Charter of Organization and Operation of Sonadezi Environment Joint Stock Company;

Considering Submission No.182/TTr-SZE-TCKT dated August 12, 2026, submitted by the General Director regarding the payment date of the 2025 dividend;

Pursuant to the Minutes of the Board of Directors' Meeting dated August 21, 2026;

Pursuant to the functions, duties, and powers of the Company's Board of Directors.

RESOLVES:

Article 1. To approve the record date for determining the list of shareholders entitled to receive the 2025 dividend and the dividend payment date as follows:

- Record Date for determining the list of shareholders entitled to receive the dividend: September 15, 2026.

- Dividend Payment Date: October 15, 2026.

Article 2. Authorize the General Director, as the legal representative, to sign and execute contracts and transactions in strict compliance with applicable regulations.

Article 3. This Resolution takes effect from the signing date. The Board of Directors, the General Director, relevant units, and individuals shall be responsible for implementing this Decision. /v

Recipients:

- As per Article 3;
- Archive: BOD.

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



Tran Anh Dung

SONADEZI CORPORATION
SONADEZI ENVIRONMENT
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 689 /TB-SZE-TCKT

Dong Nai, August 21, 2026

NOTICE

Regarding the Record Date to Exercise the Right to Cash Dividend Payment

To: Vietnam Securities Depository and Clearing Corporation - Ho Chi Minh City Branch.

Name of issuing organization: **Sonadezi Environment Joint Stock Company**

Trading name: **SONAENCO**

Head office: No. 12, Huynh Van Nghe Street, Tran Bien Ward, Dong Nai City

Telephone: 02513.951771 and Support Hotline: 1900 3160

We hereby notify the Vietnam Securities Depository and Clearing Corporation (VSDC) of record date for compiling the list of holders of the following securities:

Name of securities: Shares of Sonadezi Environment Joint Stock Company

Stock Code: SZE

Type of securities: Ordinary shares

Trading par value: VND 10,000 per share

Trading floor: UPCOM

Record date: **15/09/2026**

1. Reason and purpose: Payment of 2025 dividends in cash.

2. Specific content:

- Execution ratio: 4% per share (1 share receives VND 400)

- Payment date: **15/10/2026**

- Place of execution:

+ For depository securities: Holders shall complete the dividend receipt procedures at the Depository Members where their depository accounts are opened.

+ For undeposited securities: Shareholders shall present their Citizen ID Card/Passport and complete the procedures to receive dividends at the Accounting and Finance Department of Sonadezi Environment Joint Stock Company. Address:

No. 12, Huynh Van Nghe Street, Tran Bien Ward, Dong Nai City, on working days of the week starting from **15/10/2026**.

We request VSDC to compile and send our Company the list of securities holders as of the above record date via VSDC's electronic communication portal system.

Recipients: *th*

- As above;
- Stock Exchange; Company website;
- Archived: AD., Finance and Accounting Dept. *th*



GENERAL DIRECTOR *th*

Ngo Xuan Quang

*** Attached documents**

1. Documents show that the Securities Registration Organization has disclosed information regarding record date for the exercise of rights by existing shareholders.
2. Resolution of the Board of Directors of Sonadezi Environment Joint Stock Company on the 2025 dividend payment schedule.
3. Resolution of the 2026 Annual General Meeting of Shareholders.

Dong Nai, April 21, 2026

No.: 44 /NQ-SZE-ĐHĐCĐ

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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

Pursuant to the Charter of Organization and Operation of Sonadezi Environment Joint Stock Company;

Pursuant to the meeting content and the Minutes of Vote Counting at the 2026 Annual General Meeting of Shareholders on April 21, 2026

RESOLVED:

Article 1. The 2026 Annual General Meeting of Shareholders of Sonadezi Environment Joint Stock Company has voted and approved the following contents:

1. Approval of the 2025 business performance report and the 2026 plan.

a) Business performance results in 2025

No.	Description	Unit	2025 Adjusted Plan	2025 Actual	% Actual / 2025 Plan
			(1)	(2)	(3)=(2)/(1)
1	Total revenue (*)	Million VND	408,120	432,106	105.88
2	Profit before tax	Million VND	15,982.6	16,944.3	106.02
3	Profit after tax	Million VND	12,306.6	14,395	116.97
4	Budget contribution (excluding PIT)	Million VND	11,325	21,638	191.06
5	PAT/Equity ratio	%	3.76%	4.40%	117.02
6	Average number of employees	Person	500	500	100.00
7	Average income	VND/person	11,849,090	12,493,537	105.44
8	Capital construction investment (**)	Million VND	38,316	1,918	5.01

b) Business plan in 2026

No.	Description	Unit	Plan
1	Total revenue	Million VND	337,862
2	Profit before tax	Million VND	12,445

No.	Description	Unit	Plan
3	Profit after tax	Million VND	9,707
4	Budget contribution (excluding PIT)	Million VND	11,500
5	PAT/Equity ratio	%	2.95%
6	Average number of employees	Person	442
7	Average income	VND/person	12,209,436
8	Capital construction investment	Million VND	79,659

2. Approval of the 2025 Report on the activities of the Board of Directors and the 2026 operational plan.

3. Approval of the 2025 audited financial statements.

4. Approval of the 2025 profit distribution plan.

No.	Description	Unit	2025 Plan (adjusted figures)	2025 Actual
1	Profit after tax	VND	12,306,600,000	14,394,713,675
2	Fund distribution	VND	3,107,584,000	3,840,963,284
2.1	- Development investment fund (10% PAT)	VND	1,230,660,000	1,439,471,368
2.2	- Reward and welfare fund	VND	1,384,660,000 (11.25% PAT)	1,825,703,368 (12.68% PAT)
2.3	- Stakeholder reward fund (2% PAT)	VND	246,132,000	287,894,274
2.4	- Community social work fund (2% PAT)	VND	246,132,000	287,894,274
3	Remaining profit after tax	VND	9,199,016,000	10,553,750,391
4	Retained earnings from previous year	VND	4,761,714,183	4,761,714,183
5	Dividend payment	VND	24,000,000,000	12,000,000,000
	- Dividend ratio	%	8.0%	4.0%
	- Value of shares for dividend payment	VND	300,000,000,000	300,000,000,000
	- Dividend payment value	VND	24,000,000,000	12,000,000,000
6	Remaining profit carried forward to next period	VND	(10,039,269,817)	3,315,464,574

- The planned distribution ratio for funds according to the Resolution on collecting shareholders' opinions in writing in September 2025 is 25.25% of profit after tax.

- The actual distribution ratio for funds based on 2025 business performance submitted to the 2026 Annual General Meeting of Shareholders is 26.68% of profit after tax (as the bonus fund for managers is determined in practice at an amount equal to 02 months of the average actual salary of full-time managers in accordance with Decree No. 248/2025/NĐ-CP dated September 15, 2025).

5. Approval of the 2026 profit distribution plan.

No.	Description	Unit	2026 Annual plan
1	Profit after tax	VND	9,707,000,000
2	Distribution of funds (equivalent to 25.72% of profit after tax)	VND	2,496,680,000
2.1	- Development investment fund (10% of profit after tax)	VND	970,700,000
2.2	- Reward and welfare fund (11.72% of profit after tax)	VND	1,137,700,000
2.3	- Bonus fund for stakeholders (2% of profit after tax)	VND	194,140,000
2.4	- Social and community fund (2% of profit after tax)	VND	194,140,000
3	Remaining profit after tax	VND	7,210,320,000
4	Retained earnings from previous year	VND	3,315,464,574
5	Dividend payment	VND	9,000,000,000
	- Dividend rate	%	3.0%
	- Value of shares for dividend payment	VND	300,000,000,000
	- Dividend payment value	VND	9,000,000,000
6	Remaining profit after dividend payment	VND	1,525,784,574

The distribution of 2026 profits, once the official 2026 business results are available, will be executed in accordance with the planned ratio submitted to the 2027 Annual General Meeting of Shareholders.

6. Approval of the salary/remuneration for the Board of Directors and the Board of Supervisors for 2025 and the 2026 plan.

6.1 Salary and remuneration for the Board of Directors and the Board of Supervisors in 2025

No.	Description	Quantity	2025 Plan	2025 Actual
1	Remuneration for the Board of Directors – Board of Supervisors: - Total annual remuneration fund (VND)	09	514,560,000	586.598.400
2	Salary for the full-time Head of the Board of Supervisors: - Total annual salary fund (VND)	01	288,000,000	410,400,000

6.2 Planned remuneration fund of the Board of Directors for 2026 (9 members): VND 535,680,000 per year.

6.3 Plan for advance payment and settlement of salary and remuneration for the Board of Directors and the Board of Supervisors in 2026:

- Remuneration for the Chairman of the BOD : 5,000,000 VND/person/month.
- Remuneration for members of the BOD (6 people): 4,000,000 VND/person/month.
- Salary for the Head of the BOS (full-time) : 31,000,000 VND/person/month.
- Remuneration for members of the BOS (2 people): 3,000,000 VND/person/month.

7. Approval of the Board of Supervisors' Report on the inspection and supervision of 2025 business activities at Sonadezi Environment Joint Stock Company.

8. Approval of the Proposal on selecting an auditing firm for the 2026 financial statements.

The General Meeting of Shareholders authorizes the Company's Board of Directors to decide on selecting 01 firm from the above list to audit the Company's 2026 financial statements.

- A&C Auditing and Consulting Co., Ltd.
- RSM Vietnam Auditing & Consulting Co., Ltd.
- VACO Auditing Co., Ltd.

9. Approval of the Proposal on changing and adding the Company's business lines

9.1. Supplementation of business lines:

Industry code	Name of business line to be added
4679	Other specialized wholesale not elsewhere classified Details: Wholesale of scrap materials (excluding hazardous scrap, toxic waste, and imported scrap causing environmental pollution; no storage of scrap at the Company's head office; operations only permitted upon approval by competent authorities regarding location and fulfillment of statutory business conditions).
4222	Construction of water supply and drainage works
4211	Construction of railways
4212	Construction of roads
4101	Construction of residential buildings
4102	Construction of non-residential buildings
4299	Other civil engineering works Details: - Construction, maintenance and repair of parks and green areas - Construction, management, and maintenance services for residential areas - Construction of tourism facilities, hotels, entertainment areas, catering services, and night markets
9630	Funeral and related activities Details: Burial, cremation and tomb construction services.

Industry code	Name of business line to be added
3512	Electric power generation from renewable energy sources
3511	Electric power generation from non-renewable energy sources
3513	Electric power transmission and distribution
7730	Renting and leasing of other machinery, equipment and tangible goods without operator Details: Leasing of solar energy machinery and equipment

9.2. Removal of the Company's business lines:

Industry code	Name of business line to be removed from the registered list
4669	Other specialized wholesale not elsewhere classified Details: Wholesale of scrap materials (excluding hazardous scrap, toxic waste, and imported scrap causing environmental pollution; no storage of scrap at the Company's head office; operations only permitted upon approval by competent authorities regarding location and fulfillment of statutory business conditions).
4220	Construction of utility projects Details: Maintenance and repair of drainage systems
4210	Construction of railways and roads Details: Maintenance and repair of sidewalks, bridges and roads; construction of transport infrastructure works.
4100	Construction of buildings of all kinds
4290	Other civil engineering works Details: - Construction, maintenance and repair of parks and green areas; - Construction, management, and maintenance services for residential areas - Construction of tourism facilities, hotels, entertainment areas, catering services, and night markets
9632	Funeral service activities

9.3. Authorization of the General Meeting of Shareholders:

The General Meeting of Shareholders authorizes the Board of Directors to carry out necessary procedures in accordance with the law and to decide on contents, tasks, and arising issues to add business lines to the Company's Business License as required by the competent authority.

9.4. Amendment and supplementation of the Company's Charter:

The General Meeting of Shareholders approves the amendment and supplementation of the Company's Charter to be consistent with the change in business lines. The General Director – Legal Representative is assigned to complete, sign, and issue the new Charter updated with the changes to certain business lines of the Company in accordance with the law.

10. Approval of the Proposal on amending and supplementing the Charter of Sonadezi Environment Joint Stock Company.

11. Approval of the Proposal on amending and supplementing the Internal Regulations on Corporate Governance of Sonadezi Environment Joint Stock Company.

12. Approval of the Proposal on the dismissal of members of the Board of Directors, term III (2025-2030).

13. Approval of the Proposal on the list of candidates for election as members of the Board of Directors of Sonadezi Environment Joint Stock Company, term III (2025-2030).

14. Approval of the results of the supplementary election of members of the Board of Directors for term III (2025-2030):

* Elected members of the Board of Directors:

- Mr. Tran Anh Dung.
- Mr. Ngo Xuan Quang.
- Mr. Tran Ngoc Dung.

Article 2. The 2026 Annual General Meeting of Shareholders assigns the Board of Directors and the Board of Supervisors the responsibility to monitor, supervise, and direct the Board of General Directors to properly implement the contents of this Resolution.

Article 3. The Resolution of the 2026 Annual General Meeting of Shareholders of Sonadezi Environment Joint Stock Company was unanimously approved by all shareholders present at the meeting and takes effect from April 21, 2026. / *nk*

Recipient:

- As per Article 3;
- Company shareholders;
- (Posted on the company website)
- Archived: Board of Directors.

ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON *nk*



Võ Huỳnh Trung Hưng