

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
KON TUM SUGAR JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025);
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 (as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024);
- Pursuant to the Charter on Organization and Operation of Kon Tum Sugar Joint Stock Company;;
- Pursuant to the Working Regulations of the General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company dated October 3, 2025;
- Pursuant to the Vote Counting Minutes of the Vote Counting Committee dated October 3, 2025 at the 2025 Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company held on October 3, 2025;

RESOLUTIONS

Article 1: To approve the Report on Business Operations and Production and Business Results for the fiscal year 2024–2025, and the Production and Business Plan for the fiscal year 2025–2026 (details provided in the documents of the 2025 Annual General Meeting).

Article 2: To approve the Report on the Activities of the Board of Directors for the fiscal year 2024–2025, and the Orientation for Activities in the fiscal year 2025–2026 (details provided in the documents of the 2025 Annual General Meeting).

Article 3: To approve the Report on the Activities of the Supervisory Board for the fiscal year 2024–2025, and the Orientation for Activities in the fiscal year 2025–2026 (details provided in the documents of the 2025 Annual General Meeting).

Article 4: To approve the Audited Financial Statements for the fiscal year 2024–2025 of Kon Tum Sugar Joint Stock Company (details provided in the documents of the 2025 Annual General Meeting).

Article 5: To approve the Profit Distribution Plan for the fiscal year 2024–2025 (details provided in the documents of the 2025 Annual General Meeting).

- Dividend distribution ratio (5%/Charter Capital): VND 2,535,000,000.
- Appropriation to funds: VND 1,500,000,000
 - + *Appropriation to the Reward Fund: VND 1,000,000,000*
 - + *Appropriation to the Welfare Fund: VND 500,000,000*

Article 6: To approve the settlement of operating expenses and remuneration of the Board of Directors and the Supervisory Board for the fiscal year 2024–2025, and the budget of operating expenses and remuneration of the Board of Directors and the Supervisory Board for the fiscal year 2025–2026 (*details provided in the documents of the 2025 Annual General Meeting*).

Article 7: To approve the Production and Business Plan for the fiscal year 2025–2026 (*details provided in the documents of the 2025 Annual General Meeting*).

Article 8: To approve the authorization for the Board of Directors to decide on the selection of one (01) auditing firm from the approved list to conduct the audit of the Financial Statements of Kon Tum Sugar Joint Stock Company for the fiscal year 2025–2026, under the following conditions:

- The auditing company and auditors must be approved annually by the State Securities Commission to provide auditing services for issuers and listed organizations;
- The auditing company must be a reputable domestic or international company, with adequate capability and experience, and must meet the requirements of the Company.

Article 9: To approve the Proposal on transactions with shareholders, managers of the Company, and related parties, and to authorize the Board of Directors to implement and decide on the remaining contents of such transactions (*details provided in the documents of the 2025 Annual General Meeting*).

Article 10: To approve all related-party transactions as disclosed in the Explanatory notes to the Audited Financial Statements for the fiscal year 2024–2025 (*details provided in the documents of the 2025 Annual General Meeting*).

Article 11: To approve the dismissal and additional election of members of the Board of Directors for the 2023–2028 term.

1. The General Meeting approved the dismissal of Mr. Đặng Việt Anh and Mr. Thai Van Hung from their positions as Members of the Board of Directors for the 2023–2028 term.

2. The General Meeting approved the result of the additional election of Members of the Board of Directors for the 2023–2028 term, whereby the following individuals were additionally elected to the Board of Directors of Kon Tum Sugar Joint Stock Company for the 2023–2028 term:

1. Mrs. Đặng Thị Thu Hang – Member of the Board of Directors.
2. Mrs. Huỳnh Lê Thanh – Independent Member of the Board of Directors.

The term of office of the additionally elected Members of the Board of Directors shall be the remaining duration of the 2023–2028 term.

3. Accordingly, from the 2025 Annual General Meeting of Shareholders, the Board of Directors of Kon Tum Sugar Joint Stock Company for the 2023–2028 term shall consist of the following members:

1. Mr. Tran Ngoc Hieu – Member of the Board of Directors.
2. Mrs. Đặng Thị Thu Hang – Member of the Board of Directors.
3. Mrs. Huynh Le Thanh – Independent Member of the Board of Directors

Article 12: To approve the result of the meeting of the Board of Directors on the election of the Chairman of the Board of Directors for the 2023–2028 term:

- Mr. Tran Ngoc Hieu: to hold the position of Chairman of the Board of Directors.

Article 13: The decisions and contents set forth in this Resolution have been approved by the 2025 Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company and shall take effect from the date of signing and promulgation.

The documents of the Annual General Meeting of Shareholders, including the Minutes of the Meeting, Reports, and Proposals approved at the 2025 Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company, constitute an integral part of this Resolution of the 2025 Annual General Meeting of Shareholders.

The Board of Directors, the Supervisory Board, the General Director, all Shareholders, as well as the relevant departments and individuals of Kon Tum Sugar Joint Stock Company shall be responsible for the implementation of this Resolution./.

Recipients:

- As stated in Article 13;
- Archived: At the office.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING**



Đặng Việt Anh

Quang Ngai, October 03, 2025

MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
KON TUM SUGAR JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 (as amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025);

- Pursuant to the Regulations on organization and operation of Kon Tum Sugar Joint Stock Company;

A – TIME, LOCATION, AND ENTERPRISE CODE

1. **Time:** The Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company was convened at 08:00 a.m., October 03, 2025.

2. **Location:** At the headquarters of Kon Tum Sugar Joint Stock Company; Kon Ro Bàng 1 Hamlet, Ngọc Bay Commune, Quang Ngai Province.

3. **Enterprise Code:** 6100228104.

B – ATTENDEES

1. **Board of Directors (HĐQT): All 3/3 members attended, including:**

- Mr. Dang Viet Anh – Chairman of the Board of Directors
- Mr. Tran Ngoc Hieu – Member of the Board of Directors
- Mr. Thai Van Hung – Member of the Board of Directors, concurrently Deputy General Director

2. **Supervisory Board (BKS): All 3/3 members attended, including:**

- Mrs. Tran Thi Bich Nhi – Head of the Supervisory Board
- Mrs. Nguyen Thi Thuy – Member of the Supervisory Board
- Mr. Nguyen Duc Can – Member of the Supervisory Board

3. **Ban Tổng Giám đốc:**

- Mrs. Dang Thi Thu Hang – General Director
- Mr. Nguyen Huu Quang – Deputy General Director
- Mr. NARAYANASAMY RAVICHANDRAN – Deputy General Director

C – PROCEEDINGS OF THE GENERAL MEETING

PART I

OPENING OF THE MEETING

To ensure the rights of the shareholders and to guarantee that the Annual General Meeting is validly convened in accordance with applicable laws and the Company's

Charter, the Board of Directors of the Company appointed a Shareholder Eligibility Committee to verify the eligibility of shareholders attending the 2025 Annual General Meeting, consisting of:

- + **Mr. Nguyen Duc Can – Member of the Supervisory Board – Head of the Committee**
- + **Mr. Nguyen Sy Ha – Deputy Head of the Administration & General Affairs Department – Member**
- + **Mr. Nguyen Hoang Sam – Head of Quality & Environment Management Department – Member**

1. Mr. Nguyen Sy Ha, on behalf of the Shareholder Eligibility Committee, reported to the General Meeting on the results of the verification of shareholder eligibility to attend the Annual General Meeting, as follows:

- The total number of shareholders recorded as of the final registration date, September 04, 2025, issued by the Vietnam Securities Depository (VSD), was 181 shareholders, holding 5,070,000 shares.
- As of 08:00 a.m. on October 03, 2025, the total number of shareholders present and represented by proxy was 41 shareholders, holding and representing ownership of 4.660.454 shares, accounting for 91,92% of the total voting shares of the Company.

In comparison with the provisions of the Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company is deemed qualified and eligible to proceed.

2. Mr. Nguyen Duc Can – on behalf of the Organizing Committee – conducted the ceremony: Flag Salute.

3. Mr. Dang Viet Anh – Chairman of the Board of Directors – delivered the opening speech of the General Meeting.

4. Mr. Nguyen Duc Can, on behalf of the Organizing Committee, presented the agenda of the General Meeting.

- Shareholders in attendance had no comments.
- Shareholders voted by raising their voting cards: 100% approved the agenda of the 2025 Annual General Meeting of Shareholders.

5. Mr. Nguyen Duc Can, on behalf of the Organizing Committee, presented the rules of procedure for the Meeting.

- Shareholders in attendance had no comments.
- Shareholders voted by raising their voting cards: 100% approved the rules of procedure at the 2025 Annual General Meeting of Shareholders.

6. Mr. Nguyen Duc Can – on behalf of the Organizing Committee – introduced the personnel of the General Meeting for the Meeting's decision as follows:

- *Presiding Board of the Meeting consists of:*

- + Mr. Dang Viet Anh – Chairman of the Board of Directors – Chairperson of the Presiding Board

- + Mr. Thai Van Hung – Member of the Board of Directors – Member
 - + Mrs. Dang Thi Thu Hang – General Director – Member
 - Shareholders in attendance had no comments.
 - Shareholders voted by raising their voting cards: 100% approved the above members as the Presiding Board of the Meeting.
 - *Vote Counting Committee consists of:*
 - + Mr. Nguyen Hoang Sam – Head of Quality & Environment Management Department – Head of the Committee
 - + Mr. Nguyen Van Thao – Employee of the Sugar Factory – Member
 - + Mrs. Pham Thi Kim Suong – Employee of Finance & Accounting Department – Member
 - Cổ đông tham dự Đại hội có ý kiến : không
 - Cổ đông dự Đại hội biểu quyết bằng hình thức giơ Thẻ biểu quyết: Thống nhất 100% Ban kiểm phiếu biểu quyết gồm những thành viên trên.
7. Mr. Nguyen Duc Can – on behalf of the Organizing Committee – presented the list of the Secretariat of the General Meeting appointed by the Board of Directors, consists of:
- + Mr. Pham Ngoc Hoa – Company Secretary – Head of the Secretariat
 - + Mr. Nguyen Tien Cuong – Head of Raw Materials & Raw Material Investment Management Department – Member

PART II

PRESENTATION OF REPORTS AND PROPOSALS FROM THE EXECUTIVE BOARD, BOARD OF DIRECTORS, AND SUPERVISORY BOARD

1. Mrs. Dang Thi Thu Hang – General Director of the Company – on behalf of the Executive Board, presented the Business Performance Report for the 2024–2025 fiscal year and the Business Plan for the 2025–2026 fiscal year.

(Report No. 01/BC-BĐH/KTS, dated September 11, 2025, from the Executive Board, attached).

2. Mr. Dang Viet Anh – Chairman of the Board of Directors – on behalf of the Board of Directors, presented the Board of Directors’ Activity Report for the 2024–2025 fiscal year and the Operational Orientation for the 2025–2026 fiscal year.

(Report No. 02/BC-HĐQT/2025, dated September 11, 2025, from the Board of Directors, attached).

3. Mrs. Tran Thi Bich Nhi – Head of the Supervisory Board – presented the Supervisory Board’s Activity.

(Report No. 03/BC-BKS/2025, dated September 11, 2025, from the Supervisory Board, attached).

4. Mrs. Vo Thi Ai Thuy – Chief Accountant – by authorization of the Board of Directors, read the contents submitted to the General Meeting of Shareholders for consideration and approval, including:

4.1. Audited Financial Statements for the 2024–2025 Fiscal Year (Summary).

(Proposal No. 01/TTr-HĐQT/2025 dated September 11, 2025, from the Board of Directors, attached).

4.2. Profit Distribution Plan for the 2024–2025 Fiscal Year.

(Proposal No. 02/TTr-HĐQT/2025 dated September 11, 2025, from the Board of Directors, attached)

5. Mr. Thai Van Hung – Member of the Board of Directors – on behalf of the Board, presented the proposals for the General Meeting of Shareholders for consideration and approval, including:

5.1. Settlement of operating expenses and remuneration of the Board of Directors and Supervisory Board for the 2024–2025 fiscal year, and the Budget of operating expenses and remuneration of the Board of Directors and Supervisory Board for the 2025–2026 fiscal year.

(Proposal No. 03/TTr-HĐQT/2025 dated September 11, 2025, from the Board of Directors, attached).

5.2. Business Plan for the 2025–2026 Fiscal Year (from July 01, 2025, to June 30, 2026):

(Proposal No. 04/TTr-HĐQT/2025 dated September 11, 2025, from the Board of Directors, attached).

5.3. Proposal for approval of transactions with shareholders, company executives, related parties, and authorization for the Board of Directors to implement and decide on the remaining contents of those transactions.

(Proposal No. 07/TTr-HĐQT/2025 dated September 27, 2025, from the Board of Directors, attached)

5.4. Proposal for approval of all related-party transactions disclosed in the audited financial statements for the 2024–2025 fiscal year.

(Proposal No. 08/TTr-HĐQT/2025 dated September 27, 2025, from the Board of Directors, attached).

6. Mr. Nguyen Duc Can – Member of the Supervisory Board, on behalf of the Supervisory Board, presented the proposal to the General Meeting of Shareholders for consideration and approval regarding the selection of the auditing unit for the 2024–2025 fiscal year.

(Proposal No. 05/TTr-BKS/2025 dated September 11, 2025, from the Supervisory Board, attached).

7. Mr. Thai Van Hung – Member of the Board of Directors – on behalf of the Board, presented the proposal for the General Meeting of Shareholders to **consider and approve:** the proposal for dismissal and supplementary election of members of the Board of Directors for the 2023–2028 term, along with shareholders' nomination forms and candidates' curricula vitae.

(Proposal No. 06/TTr-HĐQT/2025 dated October 03, 2025, from the Board of Directors, attached).

- Voting on the proposal for dismissal and supplementary election of Board members for the 2023–2028 term:
- Shareholders in attendance had no comments.
- Shareholders voted by raising their voting cards: 100% approved the proposal for dismissal and supplementary election of members of the Board of Directors for the 2023–2028 term.

PART III DISCUSSIONS AT THE GENERAL MEETING

Mr. Dang Viet Anh – on behalf of the Presiding Board – conducted and managed the discussion session at the General Meeting, which included:

1. Discussion:

Mr. Dang Viet Anh, on behalf of the Presidium, chaired the discussion session of the General Meeting, which included:

– The Chair invited shareholders to provide comments on the reports and proposals presented at the Meeting. Shareholders shared with the Company's Management Board the difficulties encountered in production and business operations during the fiscal year 2024–2025. Accordingly, the shareholders acknowledged that the business results for fiscal year 2024–2025 had fulfilled the targets set by the Annual General Meeting of Shareholders in 2025.

– Shareholder Code KTS18 raised several issues regarding the Company's employee compensation policies. The Presidium and the Management Board discussed matters related to salary and welfare policies for employees. The Presidium noted the shareholder's comments and assigned the Management Board to review and conduct a detailed assessment of the matter for appropriate proposals in the near future.

2. The General Meeting proceeded to vote on the reports and proposals.

PART IV GENERAL MEETING VOTING ON THE PROPOSALS AND SUPPLEMENTARY ELECTION OF BOARD MEMBERS FOR THE 2023–2028 TERM

1. Mr. Nguyen Hoang Sam – on behalf of the Vote Counting Committee – presented the Regulations on the Supplementary Election of Board Members for the 2023–2028 Term.

- Shareholders in attendance had no comments.
- Shareholders voted by raising their voting cards: 100% approved the Regulations on the Supplementary Election of Board Members for the 2023–2028 Term.

2. The General Meeting proceeded to vote on the reports, proposals, and the election.

Mr. Nguyen Hoang Sam – on behalf of the Vote Counting Committee – announced the voting results on the reports and proposals submitted to the General Meeting and the election results, specifically as follows:

1. Report on the operational performance and business results for the 2024–2025 fiscal year (from July 01, 2024, to June 30, 2025) and the business plan for the 2025–2026 fiscal year (from July 01, 2025, to June 30, 2026);

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

2. Report on the Activities of the Board of Directors for the 2024–2025 Fiscal Year; Operational Orientation for the 2025–2026 Fiscal Year;

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

3. Report on the Activities of the Supervisory Board for the 2024–2025 Fiscal Year; Operational Orientation for the 2025–2026 Fiscal Year

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

4. Audited Financial Statements for the 2024–2025 Fiscal Year;

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

5. Profit Distribution for the 2024–2025 Fiscal Year

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

6. Settlement of Operating Expenses and Remuneration of the Board of Directors and Supervisory Board for the 2024–2025 Fiscal Year, and Budget of Operating Expenses and Remuneration of the Board of Directors and Supervisory Board for the 2025–2026 Fiscal Year;

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

7. Business Plan for the 2025–2026 Fiscal Year:

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	0% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

8. Selection of the auditing firm to conduct the review and audit of the financial statements for the 2025–2026 fiscal year (from July 01, 2025, to June 30, 2026).

Votes in Favor	23 / (4,660,454 shares / 4,660,454 shares)	0% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

9. Transactions with shareholders, company executives, and related parties, and authorization for the Board of Directors to implement and decide on the remaining contents of those transactions;

Votes in Favor	23/(2.925.793 CP/2.925.793 CP)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

10. Related-party transactions as disclosed in the audited financial statements for the 2024–2025 fiscal year.

Votes in Favor	23/(2.925.793 CP/2.925.793 CP)	100% Percentage of Voting Shares
Votes Against	0	0% Percentage of Voting Shares
Abstentions	0	0% Percentage of Voting Shares

11. Results of the Supplementary Election of Board Members for the 2023–2028 Term

Full Name	Position	Votes in Favor	Approval Rate (% of total shares attending and voting at the General Meeting)
Mrs. Dang Thi Thu Hang	Board Member (BOD)	23/(4.660.454CP/4.682.044CP)	100,46%
Mrs. Huynh Le Thanh	Independent Board Member (BOD)	23/(4.660.454CP/4.638.864CP)	99,54%

Based on the vote counting results, the Election Regulations, and the Company's Charter, the above-mentioned individuals have been elected as members of the Board of Directors for the 2023–2028 term.

Therefore, the Board of Directors of Kon Tum Sugar Joint Stock Company for the 2023–2028 term, as determined at the 2025 Annual General Meeting, consists of the following members:

- + Mr. Tran Ngoc Hieu – Board Member
- + Mrs. Dang Thi Thu Hang – Board Member
- + Mrs. Huynh Le Thanh – Independent Board Member

12. Results of the Board of Directors’ meeting to elect the Chairman for the 2023–2028 term:

- Mr. Tran Ngoc Hieu was elected as Chairman of the Board of Directors.

13. The General Meeting of Shareholders authorizes and assigns the Board of Directors to direct and organize the implementation of the matters approved by the General Meeting at the 2025 Annual General Meeting.

PART V

APPROVAL OF THE MINUTES AND RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Mr. Pham Ngoc Hoa, on behalf of the Secretariat, presented the Draft Minutes of the 2025 Annual General Meeting of Shareholders and the Draft Resolution of the 2025 Annual General Meeting of Shareholders of Kon Tum Sugar Joint Stock Company.

2. Mr. Dang Viet Anh chaired the General Meeting to vote on the approval of the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders by show of voting cards.

- Shareholders in attendance had no comments
- Shareholder delegates attending the Meeting voted by show of voting cards: 100% unanimously approved the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

SECTION VI

CLOSING OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

On behalf of the Chairman, Mr. Dang Viet Anh delivered the closing remarks of the 2025 Annual General Meeting of Shareholders.

SECTION VII

CONCLUSION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

On behalf of the Organizing Committee, Mr. Nguyen Duc Can conducted the closing flag salute of the Meeting.

This Minutes was unanimously adopted in its entirety by the 2025 Annual General Meeting of Shareholders of the Company at the Meeting held on October 3, 2025.

Based on this Minutes, the Chairman of the Meeting shall be responsible, on behalf of the General Meeting of Shareholders, for issuing the Resolution of the 2025 Annual General Meeting of Shareholders of the Company and notifying all shareholders in accordance with the Law.

The Chairman and the Secretary of the Meeting jointly undertake to be responsible for the truthfulness, accuracy, and completeness of this Minutes.

The 2025 Annual General Meeting of Shareholders of the Company was adjourned at 11:30 a.m. on the same day ./.

**ON BEHALF OF THE
SECRETARIAT OF THE
MEETING
HEAD OF THE
SECRETARIAT**



Phạm Ngọc Hòa

**ON BEHALF OF THE 2025 ANNUAL
GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING**



Đặng Việt Anh