

BOARD RESOLUTION

BOARD OF DIRECTORS

SADICO CANTHO JOINT STOCK CORPORATION

- Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam and its guiding documents;

- Pursuant to the Charter of Sadico Can Tho Joint Stock Corporation (the "Company");

- Pursuant to the Minutes of the Board of Directors meeting dated April 7, 2026;

RESOLUTION:

Article 1: Approval of the agenda for the 2026 Annual General Meeting of Shareholders (AGM). The Board of Directors has reached a consensus on the following agenda items to be submitted to the 2026 Annual General Meeting of Shareholders:

- Approval of the Draft Agenda for the 2026 AGM.
- Approval of the Draft Regulations on the organization and operation of the 2026 AGM.
- Approval of the Draft Report on the Board of Directors' activities in 2025 and the 2026 operational plan to be submitted to the 2026 AGM.
- Approval of the Draft Report on the Supervisory Board's activities in 2025 and the 2026 operational plan.
- Approval of the Draft Report on business performance in 2025 and the 2026 plan to be submitted to the 2026 AGM.
- Approval of the Draft proposal for the approval of the Audited Consolidated and Separate Financial Statements for 2025.
- Approval of the Draft Proposal on appropriation of funds and profit distribution for 2025.
- Approval of the Draft Proposal on the 2026 Business Production Plan and Profit Distribution Plan.
- Approval of the Draft Proposal on remuneration for the Board of Directors and the Supervisory Board in 2025, and the remuneration plan for 2026.
- Approval of the Draft Proposal on the selection of an auditing firm for the 2026 financial



statements.

- Approval of the Draft Proposal regarding the permission for share transfers without a public tender offer.
- Other matters within the authority of the General Meeting of Shareholders.

Article 2. The Board of Directors has reached a consensus to authorize and assign Mr. Mai Cong Toan – Chairman of the Board – to amend, supplement, or adjust the aforementioned documents; to approve draft Reports and Proposals; to include additional items in the Meeting Agenda for submission to the 2026 Annual General Meeting of Shareholders for approval; and to decide on all related matters.

Article 3. The Board of Directors has reached a consensus to authorize and assign Mr. Mai Cong Toan – Chairman of the Board – to direct relevant tasks and instruct the Company's units to implement necessary procedures to prepare for the 2026 AGM in compliance with the law.

Article 4. The Board of Directors, the Supervisory Board, the Board of General Directors, relevant units of the Company, and related individuals are responsible for implementing this Resolution.

This Resolution takes effect from the date of signing.

Recipients:

- *As per Article 4;*
- *Administration, BOD;*

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



Mai Cong Toan

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AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 SADICO CAN THO JOINT STOCK CORPORATION

1. **Time:** minutes,, 2026.
2. **Venue:** Hall of Sadico Can Tho Joint Stock Corporation, 366E Cach Mang Thang 8 Street, Binh Thuy Ward, Can Tho City.

Contents	Estimated Time
I. OPENING CEREMONY:	
1. Welcome delegates and shareholders; verify eligibility and distribute materials.	08:30 – 09:00
2. Opening remarks and introduction of participants.	09:00 – 09:10
3. Report on the results of shareholder registration.	09:10 – 09:15
4. Introduction of the Presidium; the Presidium introduces the Secretariat and appoints the Vote Counting Committee.	09:15 – 09:20
5. Nomination and approval of the Vote Counting Committee.	
6. Approval of the Meeting Agenda.	09:20 – 09:25
7. Approval of the Meeting Working Regulations.	09:25 – 09:30
II. MEETING CONTENT:	
1. Report on the Board of Directors' activities in 2025 and the action plan for 2026.	9:30 – 10:30
2. Report on business performance results in 2025 and the business plan for 2026.	
3. Report on the Supervisory Board's activities in 2025 and the action plan for 2026.	
4. Proposal No. /2026/TTr-HĐQT dated /.... /2026 regarding the approval of the 2025 Audited Separate and Consolidated Financial Statements.	
5. Proposal No. /2026/TTr-HĐQT dated /.... /2026 regarding the approval of fund appropriation and profit distribution for 2025.	
6. Proposal No. /2026/TTr-HĐQT dated /.... /2026 regarding the approval of the business production plan and profit distribution plan for 2026.	
7. Proposal No. /2026/TTr-HĐQT dated /.... /2026 regarding the approval of the business production plan and profit distribution plan for 2026.	
8. Proposal No. /2026/TTr-HĐQT dated /.... /2026 regarding the selection of an auditing firm for the 2026 Financial Statements.	



Contents	Estimated Time
9. Proposal No. /2026/TTr-HĐQT dated /... /2026 regarding the approval for share transfer without a public tender offer.	
10. Other matters within the authority of the General Meeting of Shareholders (if any).	
11. Discussion on the presented contents..	10:30 – 10:50
12. Voting on the presented contents.	10:50 – 11:00
13. Break and vote counting.	11:00 – 11:15
14. Announcement of vote counting results.	11:15-11:25
15. Presentation of the Meeting Minutes and the draft General Meeting Resolution.	
16. Approval of the Meeting Minutes and the General Meeting Resolution.	
II. CLOSING REMARKS - Chairperson's closing speech.	11:25 – 11:30



No.TTr-HĐQT

Can Tho, April 2026

DRAFT

**REGULATIONS ON ORGANIZATION AND OPERATION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
SADICO CANTHO JOINT STOCK CORPORATION**

Basing on:

- The Enterprise Law of the National Assembly of the Socialist Republic of Vietnam and related guiding documents;
- Law No. 03/2022/QH15 amending and supplementing some articles of the Public Investment Law, the Investment Law under the mode of public-private partnership, the Investment Law, the Housing Law, the Bidding Law, the Electricity Law, the Enterprise Law, the Special Sales Tax Law, and the Civil Execution Law passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022;
- Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its guiding documents;
- Sadico Can Tho Joint Stock Corporation Charter (**Charter**);
- The current internal regulations on company governance of Sadico Can Tho Joint Stock Corporation ("**Governance Regulations**").

The Annual General Meeting of Shareholders 2026 of Sadico Can Tho Joint Stock Corporation is organized and conducted in accordance with the Regulations on the Organization of the Annual General Meeting of Shareholders 2026 (referred to as the "Regulations"), as follows:

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope and Applicability

1. This regulation applies to the organization of the Annual General Meeting of Shareholders 2026 (referred to as "AGM") of Sadico Can Tho Joint Stock Corporation (referred to as the "Company" or "Sadico").
2. This regulation specifies the rights and obligations of shareholders, authorized representatives attending the meeting, and other parties participating in the Annual General Meeting, the conditions, procedures for conducting the meeting, methods of voting and election at the AGM.
3. Shareholders, authorized representatives attending the meeting, and members participating in the meeting have the responsibility to comply with the provisions of this

Regulation.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE MEETING

Article 2. Conditions for attending the Meeting

All shareholders and their authorized representatives holding ordinary shares of the Company according to the shareholder list maintained by the Vietnam Securities Depository Center - Ho Chi Minh City Branch (VSDC) as of April 7, 2026, are eligible to attend the Meeting.

Article 3. Provisions on Authorization to Attend the Meeting

1. The authorization of a representative to attend the AGM must be documented in writing using the Company's template (Form 01-Authorization) or in accordance with civil law regulations. The authorization document must clearly specify the name of the shareholder granting authorization, the name of the individual or organization being authorized, the number of shares being authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures, seals (if any) of both the granting party and the authorized party according to the following regulations:
 - a. In case the shareholder is an individual:
 - The authorization document must bear the signature of the authorizing shareholder and the individual being authorized
 - The authorization document must bear the signature of the authorizing shareholder and the signature, seal (if any) of the legal representative of the authorized organization.
 - b. In case the shareholder is an organization:
 - The power of attorney must bear the signature and seal of the legal representative in accordance with the internal regulations of the authorizing organizational shareholder, and the signature of the authorized individual;
 - The power of attorney must bear the signature and seal of the legal representative in accordance with the internal regulations of the authorizing organizational shareholder, and the signature and seal (if any) of the legal representative in accordance with the internal regulations of the authorized organization.
2. Any authorization that is not executed in accordance with the prescribed regulations shall be subject to the sole discretion of the Chairperson of the General Meeting in determining its validity.
3. An individual/organization may act as an authorized representative for one or more shareholders.
4. The authorized representative attending the General Meeting of Shareholders must submit

the power of attorney prior to registration for attendance.

5. The shareholder and the authorized representative attending the Meeting shall be responsible for their respective rights and obligations, as well as for the legal validity of the power of attorney and the letter of introduction for attending the General Meeting. The Company shall not be liable for any claims or complaints arising in connection with the shareholder's authorization.

Article 4. Rights and Obligations of Shareholders Attending the General Meeting

1. Rights of Shareholders

- To attend the General Meeting in person or authorize another person to attend on their behalf by means of a written power of attorney;
- Upon attending the General Meeting of Shareholders, each shareholder/authorized representative shall receive one (01) voting card and one (01) ballot indicating the corresponding number of shares after completing registration with the Shareholder Eligibility Verification Committee;
- To speak, discuss, and vote on all matters within the authority of the General Meeting of Shareholders in accordance with the Law on Enterprises, other relevant legal regulations, and the Company's Charter;
- To be informed by the Organizing Committee of the contents, agenda of the General Meeting, and accompanying documents;
- To be provided with documents, contents, and the agenda of the General Meeting;
- Shareholders or their authorized representatives who arrive late, while the General Meeting has not yet concluded, shall have the right to register and participate in voting at the Meeting on matters that have not yet been voted on. In such cases, the Chairperson is not obliged to suspend the Meeting for registration, and the validity of votes already conducted shall remain unaffected;
- Shareholders or groups of shareholders holding five percent (5%) or more of the total ordinary shares shall have the right to propose items for inclusion in the Meeting agenda. Such proposals must be made in writing and submitted to the Company no later than three (03) working days prior to the opening date. The proposal must clearly state the name of the shareholder, the number and type of shares held, and the matters proposed for inclusion in the Meeting agenda.

2. Obligations of Shareholders Attending the General Meeting

Shareholders or their authorized representatives attending the General Meeting must complete the registration procedures with the Shareholder Eligibility Verification Committee/Organizing Committee and present the following documents:

For individual attendees:

- + The Notice of Invitation to the Meeting (Invitation Letter);

- + The Power of Attorney for attending the General Meeting (in case of authorization);
- + The Identity Card/Citizen Identification Card or Passport of the attendee (shareholder or authorized representative).

For organizational attendees:

- + A valid copy of the Business Registration Certificate / Enterprise Registration Certificate / License for Establishment and Operation;
 - + A decision issued by the legal representative appointing a person to attend the General Meeting of Shareholders, or a Power of Attorney for attending the Meeting;
 - + The Identity Card/Citizen Identification Card or Passport of the attendee (legal representative or authorized representative).
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- To comply with the provisions of the Law on Enterprises, the Company's Charter, and these Regulations;
 - To strictly observe the meeting rules of the General Meeting of Shareholders and respect the outcomes of the Meeting. Shareholders are responsible for reviewing the documents sent with the invitation, those published on the Company's official website, and those distributed at the Meeting;
 - To dress appropriately; refrain from smoking; and avoid private conversations during the Meeting;
 - To register to speak at the Meeting in accordance with the regulations; comply with the allotted speaking time; ensure that comments are relevant to the Meeting agenda; and respect the Chairperson's conduct of the Meeting;
 - Any audio or video recording of the Meeting must be publicly announced and approved by the Chairperson;
 - Not to engage in any acts that obstruct or disrupt the Meeting, preventing it from being conducted in a fair and lawful manner;
 - Not to cause disturbances or interfere with the normal proceedings of the Meeting;
 - To bear all expenses related to attending the Meeting (such as transportation, meals, accommodation, etc.);
 - To provide information on related persons or persons having interests related to the shareholder upon the Company's request.

Article 5. Rights and Obligations of the Chairperson of the General Meeting

1. The General Meeting of Shareholders shall be chaired and presided over by the Chairperson of the Board of Directors, who shall act as the Chairperson of the Meeting.

2. The Chairperson shall have the authority to decide on the order, procedures, and any matters arising outside the Meeting agenda. The Chairperson of the General Meeting may adjourn the Meeting upon approval or at the request of the General Meeting of Shareholders, once the required quorum has been satisfied.
3. The Chairperson shall have the authority to require all attendees to undergo security checks or other lawful and reasonable security measures.
4. The Chairperson shall have the authority to request the competent authorities to maintain order at the Meeting and to expel any persons who fail to comply with the Chairperson's authority, deliberately disrupt order, obstruct the normal proceedings of the Meeting, or refuse to comply with security check requirements. Chủ tọa có quyền không trả lời hoặc chỉ ghi nhận các ý kiến đóng góp của cổ đông nếu các nội dung đóng góp, kiến nghị nằm ngoài nội dung xin ý kiến Đại hội.
5. The Chairperson shall appoint the Secretariat of the General Meeting.
6. The Chairperson shall have the authority to adjourn the General Meeting, even where the required number of attendees has been met, provided that such adjournment does not exceed three (03) days from the originally scheduled opening date. The Meeting may only be adjourned or its venue changed in the following cases:
 - The meeting venue does not have sufficient seating capacity for all attendees;
 - The communication facilities at the venue are inadequate to ensure that attending shareholders can participate, discuss, and vote;
 - There are attendees who obstruct or disrupt order, posing a risk that the Meeting cannot be conducted in a fair and lawful manner.

Article 6. Rights and Obligations of the Secretariat of the General Meeting

1. The Secretariat of the General Meeting shall be appointed by the Chairperson.
2. The duties of the Secretariat include:
 - Preparing the Minutes of the General Meeting;
 - Drafting the Resolutions on matters approved by the General Meeting and distributing the Meeting documents and results to shareholders;
 - Presenting the Minutes and Resolutions of the General Meeting to the Meeting;
 - Distributing shareholders' speaking registration forms (if any);
 - Performing other duties as assigned by the Chairperson.

Article 7. Rights and Obligations of the Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee shall consist of one (01) Head and other members appointed by the Chairperson of the Board of Directors, and shall have the following functions and duties:

1. To verify the eligibility of shareholders or their authorized representatives attending the

Meeting;

2. To issue to each attending shareholder or authorized representative one (01) voting card, one (01) ballot, and other relevant meeting documents;
3. To report to the General Meeting on the results of the verification of attending shareholders at the following times: prior to the opening of the Meeting; and before each voting session if there are changes in the number of registered attendees (e.g., late-arriving shareholders registering for attendance).
4. To perform other tasks as assigned by the Organizing Committee or the Chairperson of the General Meeting.

Article 8. Rights and Obligations of the Vote Counting Committee

1. The Vote Counting Committee shall consist of one (01) Head and other members nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders by a show of voting cards at the Meeting.
2. The Vote Counting Committee shall have the following duties:
 - To guide shareholders in conducting voting and elections;
 - To count the number of voting cards indicating approval, disapproval, or abstention at the Meeting for matters voted on by voting cards;
 - To collect and verify the validity of ballots after the Meeting's voting and to conduct vote counting;
 - To prepare the Minutes of vote counting and announce the voting and election results before the General Meeting;
 - To resolve questions and complaints from shareholders regarding voting;
 - To perform all tasks related to verification, preparation of minutes, and announcement of vote-counting results in an honest and accurate manner, and to be responsible for such results.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 9. Conditions for Conducting the General Meeting

1. The General Meeting of Shareholders shall be conducted when the attending shareholders represent more than 50% of the total voting shares, based on the shareholder list of Sadico Can Tho Joint Stock Corporation finalized by the Vietnam Securities Depository and Clearing Corporation as of April 7, 2026. In the event that, after 30 minutes from the scheduled opening time stated in the Meeting agenda sent to shareholders, the number of

registered attendees does not represent more than 50% of the total voting shares based on the finalized shareholder list, the Meeting shall be deemed not to have satisfied the conditions for commencement.

2. In the event that the Meeting does not meet the conditions for commencement as prescribed above, the convening and conduct of subsequent Meetings shall be carried out in accordance with the Company's Charter and the Law on Enterprises.

Article 10. Contents of the General Meeting

1. The General Meeting shall be conducted in accordance with the agenda and sequence approved by the Meeting.
2. The General Meeting of Shareholders shall discuss and adopt each item on the agenda in accordance with the voting procedures stipulated in these Regulations.
3. The General Meeting shall be closed after the Minutes of the Meeting have been approved.

Article 11. Speaking at the General Meeting

Shareholders or their authorized representatives attending the Meeting shall have the right to contribute opinions during the discussion session of the General Meeting. When speaking, they must raise their voting cards or register to speak. The Chairperson shall arrange the order of speakers based on the Meeting agenda and time allocation, and may give priority to those who registered earlier and whose opinions are relevant to the Meeting agenda.

Speeches must be concise and relevant to the matters under discussion at the General Meeting. Shareholders shall not repeat opinions already expressed by others, and only opinions that are relevant to the Meeting agenda shall be recorded in the Minutes of the Meeting.

Article 12. Adoption of Resolutions at the General Meeting

Matters of the General Meeting shall be adopted upon approval by shareholders or their authorized representatives attending the Meeting in person, in accordance with the voting ratios stipulated in the Company's Charter.

Article 13. Vote Counting Minutes

1. Upon completion of the vote counting, the Vote Counting Committee must prepare the Vote Counting Minutes.
2. The Vote Counting Minutes must include the following principal contents:
 - The time and location of preparation of the Vote Counting Minutes;
 - The composition of the Vote Counting Committee;
 - The total number of attending shareholders and authorized representatives entitled to vote at the General Meeting; the total number of votes cast, specifying valid and invalid votes;
 - The voting results for each matter;

- The signatures of the members of the Vote Counting Committee.
- 3. The full Vote Counting Minutes must be announced by the Vote Counting Committee before the General Meeting and recorded in the Resolution of the Meeting.

Article 14. Minutes of the General Meeting of Shareholders

All contents of the General Meeting of Shareholders shall be recorded in the Minutes by the Secretariat of the Meeting. The Minutes shall be read and approved before the closing of the Meeting and shall be retained as part of the Company's General Meeting documentation.

Article 15. Resolution of the General Meeting of Shareholders

- Based on the results of the Meeting, the Chairperson shall issue the Resolution of the General Meeting of Shareholders on the matters approved by the Meeting;
- Shareholders shall have the right to request a Court or Arbitration to review and annul, in whole or in part, the decisions of the General Meeting of Shareholders in accordance with the provisions of the Law on Enterprises.

CHAPTER IV

VOTING AT THE GENERAL MEETING

Article 16. Voting Cards and Ballots

1. Voting Cards

- Voting cards shall be stamped by the Company and issued to shareholders or their authorized representatives attending the Meeting.
- A valid voting card is one issued by the Company, clearly indicating the name of the shareholder/authorized representative, the Citizen Identification Number/Passport Number/Business Registration Number, the number of shares owned or represented, and bearing the Company's stamp. Voting cards must not be erased, altered, or tampered with.
- The number of shares entitled to vote shall be calculated based on the total number of shares owned or represented.

2. Ballots

- Ballots shall be stamped by the Company and issued to shareholders or their authorized representatives attending the Meeting. The ballots shall include the name of the shareholder, the shareholder registration number, the number of voting shares, the matters subject to voting, and other technical elements to ensure accurate and convenient vote counting.
- The number of shares entitled to vote shall be calculated based on the total number of shares owned or represented.
- Invalid ballots shall not be counted, including:
 - + Ballots that are not in the format issued by the Organizing Committee and do not bear the Company's stamp;

- + Ballots that are torn, crossed out, erased, or altered;
- + Ballots containing additional information or markings that prevent the Vote Counting Committee from determining the voter's intention;
- + Ballots that indicate multiple conflicting choices for the same voting item shall be deemed invalid for that item;
- + Ballots without the signature of the shareholder or authorized representative;
- + Blank ballots.

Article 17. Voting Procedures for Adopting Decisions at the General Meeting

Voting on matters at the General Meeting shall, depending on the case, be conducted in the following forms:

1. Voting directly by voting cards.

- The General Meeting of Shareholders shall vote by voting cards on the following matters:
 - + Approval of the composition of the Vote Counting Committee;
 - + Approval of the Meeting agenda;
 - + Approval of the Regulations on the organization and operation of the 2026 Annual General Meeting of Shareholders;
 - + Approval of the Minutes and Resolution of the General Meeting.
- Voting shall be conducted by counting the number of voting shares when shareholders approve, then counting the number of voting shares when shareholders disapprove, and finally counting the number of voting shares when shareholders abstain;
- The voting results shall be calculated as a percentage between the total number of shares represented by valid voting cards and the total number of shares of all shareholders or their authorized representatives attending and voting at the General Meeting.

2. Voting by ballot.

- The general meeting of shareholders will vote on the following issues:
 - + Report on the activities of the Board of Directors in 2025 and the operational plan for 2026;
 - + Report on the results of business operations in 2025 and the plan for 2026;
 - + Report on the activities of the Supervisory Board in 2025 and the operational plan for 2026;
 - + Resolution to approve the audited consolidated and separate financial statements for 2025;
 - + Resolution to approve the production and business distribution plan for 2026;
 - + Resolution to approve the remuneration of the Board of Directors and the Supervisory Board for 2025, and the remuneration plan for 2026;

- + Resolution to select the audit firm for the financial statements of 2026;
 - + Resolution to establish reserves and distribute profits for 2026;
 - + Resolution on permitting the transfer of shares without public tender offer.
- The voting options recorded in the Ballot Paper will be chosen by shareholders or their authorized representatives by selecting one of the following options: Approve, Disapprove, or Abstain for each item requiring an opinion.
 - Shareholders cast their votes according to the following principles:
 - + Voting commences upon the order of the Chairperson of the meeting or the Head of the Vote Counting Committee and concludes when the last shareholder casts their vote into the ballot box or after 30 minutes from the start of voting, depending on which comes first. Once the voting process is concluded, the ballot box will be sealed;
 - + Shareholders or their authorized representatives will cast their votes by selecting one of the Voting Options: Approve, Disapprove, or Abstain and marking (X) or (V) for each voting item at the General Meeting, signing, printing their names clearly, and submitting the ballot to the Vote Counting Committee;
 - + Vote counting will take place immediately after the voting process concludes, and the ballot box is sealed.
 - Voting Results: The voting results are calculated as a percentage ratio between the total number of shares from valid Ballot Papers submitted to the Vote Counting Committee and the total number of shares held by all shareholders, including those attending and voting at the General Meeting;
 - Voting on each item to be approved in the Ballot Paper is independent, and the validity of voting on one item does not affect the validity of voting on other items;
 - In the event that a shareholder makes a mistake while filling out the Ballot Paper, provided that the ballot has not been cast into the ballot box and the voting period has not concluded, the shareholder has the right to directly approach the Head of the Vote Counting Committee to request a replacement Ballot Paper to ensure the shareholder's rights.

Article 18. Regulations for Vote Counting in the Form of Voting by Ballot.

1. Organization of Vote Counting

The Vote Counting Committee conducts the vote counting according to the following regulations:

- Vote counting must be carried out by the Vote Counting Committee in a closed room immediately after the voting process ends;
- The Vote Counting Committee may utilize electronic technical means in the vote counting process;
- Verify the validity of the Ballot Papers;

- The Vote Counting Committee must not strike out, amend, or make alterations on the Ballot Papers.

2. Announcement of the Vote Counting Results

After the vote-counting process is completed, the Head of the Vote Counting Committee, on behalf of the Vote Counting Committee, reads out the minutes of the vote counting results in front of the General Meeting.

CHAPTER V

OTHER PROVISIONS

Article 19. Cases Where the Shareholders' Meeting Fails to Take Place

1. If the first meeting does not meet the conditions to be convened as stipulated in Clause 1 of Article 9 of this Charter within 30 minutes from the scheduled opening time of the Shareholders' Meeting, the person convening the meeting shall cancel the meeting. The Shareholders' Meeting shall be convened for the second time within 30 days from the expected date of the first meeting. The second meeting shall be held if the number of shareholders attending the meeting represents at least 33% of the total voting shares.
2. If the second meeting does not meet the conditions to be convened as stipulated in Clause 1 of this Article within 90 minutes from the scheduled opening time of the Shareholders' Meeting, the meeting shall be convened for the third time within 20 days from the expected date of the second meeting. In this case, the Shareholders' Meeting shall be held regardless of the total number of voting shares represented by the attending shareholders..

CHAPTER VI

IMPLEMENTATION PROVISIONS

Article 20. Effectiveness of the Charter

This Charter consists of six (06) Chapters and twenty (20) Articles and shall take effect immediately after being approved by the Shareholders' General Meeting through a resolution.

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

Mai Cong Toan

No. ... /2026/TTr – HĐQT

Can Tho, April 2026

DRAFT

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS
FOR THE YEAR 2025 AND THE ACTIVITY PLAN FOR THE YEAR 2026**

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

The Board of Directors of Sadico Can Tho Joint Stock Corporation (“the Company”) would like to submit to the 2026 Annual General Meeting of Shareholders (“AGM”) a report on the Company’s corporate governance activities for the year 2025 as follows:

I. ASSESSMENT OF THE COMPANY’S OPERATION IN 2025

1. General Overview

In 2025, the global economic downturn remained at a high level and market purchasing power declined significantly, which adversely affected the Company’s revenue and profits. The Company made efforts to reduce costs; however, it still achieved most of the targets set by the General Meeting. These results were achieved first and foremost thanks to consensus and the support of our esteemed Shareholders in approving business development resolutions and plans, along with the proactive management of the Board of Management in implementing timely solutions. In addition, the Company’s achievements reflect the solidarity, cohesion, and the concerted efforts of all officers and employees across the Company.

2. The Results Achieved

In 2025, the total volume of products consumed/sold by the Company was 62 million bags (2024: 72 million bags, 2025 plan: 80 million bags).

Business production and operating results for 2025:

Đvt: Tỷ đồng

T T	Indicator s	2025 Business Plan		2025 Actual Results			
		Parent Compan y	Consolidated	Parent Company	% vs Plan	Consoli dated	% vs Plan
1	Revenue	263,46	1.504,81	199,24	75,62%	1.076,5 1	71,54%
2	Profit before tax	25,05	19,27	1,28	5,11%	-91,51	-474,88%
2.1	Operating profit	12,98		-1,02		-96,03	

T T	Indicator s	2025 Business Plan		2025 Actual Results			
		Parent Compan y	Consolidated	Parent Company	% vs Plan	Consoli dated	% vs Plan
2.2	Financial investmen t profit	12,07		2,30		4,52	
3	Profit after tax	22,45	17,85	1,27	5,66%	-91,74	-513,95%
3.1	Operating profit	10,38		-1,03		-96,26	
3.2	Financial investmen t profit	12,07		2,30		4,52	

3. Assessment of the Performance of the Board of Directors' Responsibilities

In 2025, the Board of Directors (the "BOD") carried out its duties with due care. The BOD's resolutions and decisions, once adopted and issued, were based on a high level of consensus among the BOD members.

The BOD directed the Company's operations within its assigned authority, closely aligning with the objectives, the resolutions of the General Meeting of Shareholders, and the BOD resolutions that had been issued.

The BOD fulfilled its role well by actively supporting the management in carrying out operations; it provided timely instructions and closely supervised the management's activities to achieve the stated targets.

The BOD consistently complied with the applicable laws, the Charter, and the Company's internal regulations and governance documents.

II. ACTIVITIES, REMUNERATION AND OPERATING EXPENSES OF THE BOARD OF DIRECTORS AND THE BOARD MEMBERS

1. Board of Directors

At present, the Board of Directors comprises 03 members:

- | | |
|-----------------------|----------|
| 1. Mr. Mai Cong Toan | Chairman |
| 2. Mr. Do Huu Huong | Member |
| 3. Mr. Nguyen Van Ngu | Member |

The Chairman of the Board of Directors is elected by the Board of Directors. The Board of Directors has not established any sub-committees; instead, the Board's activities are carried out in the form of assignments to its members.

2. Activities of the Board of Directors

In 2025, the Board of Directors closely followed the actual developments of the Company's business operations, and directed the General Director/Board of Management to implement in full

the resolutions and decisions of the Board of Directors. The Board helped maintain stable production and business operations, preserve capital, and place emphasis on safeguarding the interests of the Company's shareholders.

3. Remuneration and Expenses of the Board of Directors

Remuneration (before tax) in 2025 for Board of Directors members was VND 10,000,000 per person per month.

III. SUMMARY OF MEETINGS HELD AND RESOLUTIONS/DECISIONS ADOPTED BY THE BOARD OF DIRECTORS

The Board of Directors of the Company convened meetings in accordance with the procedures and requirements stipulated in the Company's Charter and the Enterprise Law in order to effectively implement the resolutions of the General Meeting of Shareholders, and to timely direct and resolve arising issues to ensure that the Company's operations were effective and aligned with the Board of Directors' development orientation.

The Board of Directors' meetings were organized in compliance with applicable legal regulations. The relevant dossiers and documents were fully provided to the Board of Directors members in advance for review and study as required; all minutes of the Board of Directors' meetings were duly signed by the members attending the meetings in accordance with the Company's Charter and the law.

Board of Directors members were united, demonstrated a high sense of responsibility, and fulfilled their obligations and exercised their rights as Board of Directors members in accordance with the Company's Charter and the law.

The Board of Directors carried out activities in accordance with applicable laws and the Company's Charter, specifically as follows:

- Organizing and directing the strict implementation of the reporting regime for the financial statements for the year 2025, the semi-annual financial statements, and the quarterly financial statements of the parent company and on a consolidated basis;
- Monitoring the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, and conducting checks and supervision of the management and performance of the Board of Management/General Director and other executives in production and business activities.

In 2025, the Board of Directors held meetings and obtained opinions from Board members in writing on the following matters:

- Borrowing funds and using assets as collateral/means of security with banks;
- Other activities within the Board of Directors' authority.

All resolutions and decisions issued by the Board of Directors were adopted based on a high level of consensus among the Board members. Each Board member made efforts to successfully perform their corporate governance duties in line with the Company's development orientation, acting for the benefit of shareholders and for the Company's overall development.

IV. BOARD OF DIRECTORS' EVALUATION OF THE CEO'S PERFORMANCE IN

The management, direction, and administration efforts of the Board of Management in 2025 have not been sufficiently decisive in overseeing, directing, operating, inspecting, and supervising departments and units in carrying out the Company's production and business activities in alignment with actual conditions and market requirements. Specifically:

+ The Board of Management has not promptly directed the formulation and implementation of plans for maintenance and repair of machinery and equipment, nor the planning of materials and fuel supplies for production, resulting in frequent equipment breakdowns and a passive response in supplying materials to meet production requirements;

+ The management and direction of the arrangement of goods, workshops, and warehouses, as well as the control of incoming and outgoing inventory, have not been carried out in a scientific manner; there has been a lack of decisive direction in inspection and strict, synchronized control across all stages of the production process, leading to a high level of defective products and low efficiency;

+ There has not been regular, proactive, and timely updating and analysis of market and customer information; efforts to seek new markets and customers to create additional employment opportunities have remained passive;

+ The Board of Management has not coordinated effectively in directing and administering operations, particularly in the management, urging, inspection, and supervision of units in performing assigned tasks in line with the directives of the Chairman of the Board of Directors and current market demands.

1. Key issues requiring the Board of Management's attention in the coming period:

Make more agile and timely decisions in response to increasingly complex global developments, which are driving significant fluctuations—predominantly increases—in input material prices. In addition, construction activities have shown limited recovery, leading to continued declines in cement consumption and adversely affecting the Company's output;

Explore and penetrate output markets to enhance sales performance and fully utilize the capacity of newly invested production lines;

Improve the capabilities and qualifications of managers, employees, and operating workers; focus on professional development, creativity in work, professional conduct, and increased labor productivity;

Continue to study and implement solutions to reduce production costs and improve the Company's operational efficiency;

In 2025, the Board of Management should closely follow the resolutions of the Board of Directors and the General Meeting of Shareholders, as well as market realities, while also renewing its management mindset and strengthening direction and administration of the Company's production and business activities to achieve higher efficiency.

V. ORIENTATION AND WORK PLAN OF THE BOARD OF DIRECTORS FOR 2026

The Board of Directors has defined its operational orientation for 2026 as follows:

- Direct the vigorous and effective implementation of the Board of Directors' resolutions on: human resources, supervision of the effectiveness of expansion investments, corporate culture, internal control, production, finance, and the practice of thrift and anti-wastefulness, etc.;
- Direct the promotion of research and development, initiatives, and improvements to rationalize production and business activities, aiming to diversify products and designs, stabilize and improve the quality of products and services, reduce costs, and enhance competitiveness;

- Proactively and actively support the Board of Management in seeking markets and developing new products; maximize all available resources to expand business activities, generate profits, and build the Company's brand; create jobs, improve employees' income, and effectively implement social policies.

Above is the report on corporate governance in 2025 and the operational orientation for 2026 of the Board of Directors of Sadico Can Tho Joint Stock Corporation. The Board of Directors commits to performing its duties with integrity and prudence to meet shareholders' expectations and to deliver the highest benefits to the Company.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of Directors, we wish all shareholders good health and happiness, and wish the General Meeting great success.

Respectfully.

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

Mai Cong Toan

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APPENDIX

EVALUATION OF INDEPENDENT BOARD MEMBER PERFORMANCE IN 2025 (Attached to the 2025 Report on the Board of Directors' Activities)

1. Basis of Evaluation

The evaluation of the Independent Board Member's performance is conducted based on prevailing laws, the Company's Charter, and relevant internal regulations to ensure objectivity and transparency in the Company's corporate governance.

2. Evaluation Contents

In 2025, the Independent Board Member fully performed their rights and obligations in accordance with regulations, specifically as follows:

- Participation in Board Activities:

Attended all meetings of the Board of Directors; conducted thorough research on documents before providing comments; actively engaged in exchanges and discussions to ensure that Board decisions were considered carefully, objectively, and in line with the Company's actual situation.

- Supervisory Function:

Performed a supervisory role over the activities of the Board of Directors and the Board of General Directors, particularly in areas such as corporate governance, financial status, business production efficiency, and transactions with potential conflicts of interest.

- Independent Contributions:

Provided objective and constructive opinions, contributing to the quality of the Board's resolutions and decisions; assisted the Board with multi-dimensional perspectives in governance and management.

- Compliance Oversight:

Monitored and evaluated compliance with the law, the Company's Charter, and internal regulations in management and executive activities; contributed to improving the effectiveness of the internal control and risk management systems.

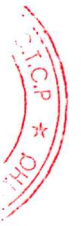
3. General Assessment

In 2025, the Independent Board Member successfully fulfilled their assigned duties and responsibilities; promoted an independent and objective role in governance; contributed to

enhancing the effectiveness of the Board of Directors and protected the legal rights and interests of shareholders, especially minority shareholders.

The Board of Directors acknowledges and highly appreciates the contributions of the Independent Board Member in 2025. In the coming period, the Board will continue to create favorable conditions for the Independent Board Member to promote their role, contributing to the improvement of corporate governance toward transparency, efficiency, and sustainability.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



No. / 2026 / TT-HĐQT

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Can Tho, April 2026

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD
FOR 2025 AND THE OPERATIONAL PLAN FOR 2026**

To: The Annual General Meeting of Shareholders 2026

Basing on:

- *The Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam;*
- *The functions, duties, and powers of the Supervisory Board;*
- *The 2025 financial statements audited by CPA Vietnam Auditing Company Limited.*

The Supervisory Board (“SB”) hereby reports to the Annual General Meeting of Shareholders (“AGM”) 2026 on the results of the review of the 2025 financial year, with the main contents as follows:

I. Members of the Supervisory Board; Activities, Remuneration, and Operating Expenses of the Supervisory Board

1. *Members of the Supervisory Board*

- Mr. Vu Xuan Nguyen Head of the Supervisory Board
- Mr. Nguyen Nhu Tien Member
- Mr. Bui Vu Phuc Member

2. *Activities of the Supervisory Board*

The newly appointed Supervisory Board has carried out its duties on behalf of shareholders to oversee certain production and business activities, as well as the management and operation of the Company, immediately after its appointment.

In 2025, the Supervisory Board performed the following tasks:

- Regularly held internal discussions with the Board of Directors and the Board of Management to ensure that the Company’s operations were appropriate and in the best interests of shareholders;
- Participated in meetings of the General Meeting of Shareholders and the Board of Directors;
- Provided input to the Board of Directors in selecting an independent auditing firm for the 2025 financial year.

3. *Remuneration and Operating Expenses of the Supervisory Board*

The remuneration (before tax) of the Supervisory Board in 2025 was as follows:

Head of the Supervisory Board: VND 10 million/person/month;

Members: VND 5 million/person/month.

II. Results of Inspection and Supervision Activities of the Supervisory Board

1. *Results of Production and Business Activities in 2025:*

1.1. General assessment:

The 2025 financial statements were prepared in accordance with Circular No. 200/2014/TT-BTC dated December 22, 2014 of the Ministry of Finance and relevant legal regulations. The 2025 financial statements were audited by CPA Vietnam Auditing Company Limited, with the auditors issuing an unqualified opinion.

1.2. Analysis of the Financial Statements for 2025 and as at December 31, 2025

- General assessment of the performance results compared to the plan approved by the General Meeting of Shareholders.

Unit: Billion Vietnamese Dong (VND)

No	Indicators	2025 Business Plan		2025 Actual Results			
		Parent Company	Consolidated	Parent Company	% vs Plan	Consolidated	% vs Plan
1	Revenue	263,46	1.504,81	199,24	75,62%	1.076,51	71,54%
2	Profit before tax	25,05	19,27	1,28	5,11%	-91,51	-474,88%
2.1	Operating profit	12,98		-1,02		-96,03	
2.2	Financial investment profit	12,07		2,30		4,52	
3	Profit after tax	22,45	17,85	1,27	5,66%	-91,74	-513,95%
3.1	Operating profit	10,38		-1,03		-96,26	
3.2	Financial investment profit	12,07		2,30		4,52	

Công ty chưa đạt một số chỉ tiêu do Đại hội đồng cổ đông đề ra do ảnh hưởng chung của kinh tế toàn cầu.

- Đánh giá Kết quả sản xuất kinh doanh năm 2025 so với năm 2024 của Công ty mẹ

Unit: Billion Vietnamese Dong (VND)

No	Indicators	2025	2024	Increase/Decrease in 2025/2024	
				Amount	Percentage (%)
1	Doanh thu và thu nhập khác	203,14	217,97	-14,83	93,20%
	Revenue from sales	199,42	208,71	-9,29	95,55%

No	Indicators	2025	2024	Increase/Decrease in 2025/2024	
				Amount	Percentage (%)
	Financial income	3,72	9,17	-5,45	40,57%
	Other income		0,09	-0,09	0,00%
2	Cost of goods sold	180,11	190,59	-10,48	94,50%
3	Expenses	21,74	25,94	-4,20	83,81%
	Financial expenses	3,65	5,15	-1,50	70,87%
	Selling expenses	2,75	3,04	-0,29	90,46%
	General and administrative expenses	15,34	17,75	-2,41	86,42%
4	Profit after tax	1,27	1,07	0,20	118,69%

Total revenue decreased compared to 2024 due to the overall impact of the global economy.

Assessment of certain financial indicators as at December 31, 2025 compared to the same period in 2024

Unit: Billion Vietnamese Dong (VND)

No	Indicators	2025	20254	Increase/Decrease in 2025/2024	
				Percentage (%)	Percentage (%)
1	Short-term receivables	54,46	68,12	-13,66	13,55%
2	Provision	-10,58	-9,87	-0,71	19,06%
3	Inventory	51,76	44,39	7,37	-22,95%
4	Liabilities	91,85	92,74	-0,89	8,91%
5	Total assets	289,82	300,87	-11,05	-5,16%

These financial indicators remain at satisfactory levels and are consistent with the Company's actual situation.

- Investments in subsidiaries and other financial investments:

The total carrying value of these investments as at December 31, 2025 was VND 57.48 billion, with expected dividend income of VND 2.3 billion.

The year 2025 experienced significant volatility; the profits of Tay Do Cement Joint Stock Company declined sharply, which in turn adversely affected the Company's overall operational efficiency.

III. Work Plan of the Supervisory Board for 2026

The Supervisory Board will develop a detailed work program in accordance with its functions and duties, as well as the provisions of the Law on Enterprises and the Company's Charter, in order to:

- Supervise compliance with legal regulations, the Company's Charter, and the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors;
- Review and appraise financial statements, reports on production and business performance, and reports evaluating the management activities of the Board of Directors;

- Provide timely recommendations to the Board of Directors and the Executive Management in corporate governance, and coordinate activities among the Board of Directors, the Executive Management, and the Supervisory Board;
- Supervise the activities of the Board of Directors and the Board of Management;
- Proactively conduct research and enhance professional expertise in inspection and supervision to effectively fulfill assigned duties.

IV. Conclusion and Recommendations

In 2026, the Supervisory Board will continue to perform its duties on behalf of shareholders to regularly oversee all business, management, and operational activities of the Company, while also inspecting and evaluating the performance of the Board of Directors and the Board of Management, and reporting to the General Meeting of Shareholders.

In addition, the Supervisory Board has the following recommendations:

- Continue to improve the effectiveness of inventory management: review and refine procedures for inventory management, transportation, and delivery to minimize risks related to quality, quantity losses, and potential legal issues;
- Recommend that the Board of Directors and the Board of Management adopt policies to attract more experienced and high-quality personnel, especially for managerial and executive positions within the Company;
- On behalf of the Supervisory Board, I would like to express our sincere thanks to all shareholders for their trust in assigning us this responsibility, and to the Board of Directors and the Company's Management for their support in enabling the Supervisory Board to fulfill its duties.

The above is the Report on the production and business performance in 2025 and the orientation for 2026 of the Supervisory Board, respectfully submitted to the Annual General Meeting of Shareholders.

We wish all shareholders good health and success, and wish the General Meeting great success.

Respectfully.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD**

Vu Xuan Nguyen

Can Tho, April ..., 2026

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REPORT ON PRODUCTION AND BUSINESS RESULTS IN 2025 AND BUSINESS PLAN FOR 2026

PART I: 2025 BUSINESS AND PRODUCTION RESULTS

I. REPORT ON 2025 BUSINESS AND PRODUCTION ACTIVITIES

1. General Overview:

In 2025, the global economy continued to face numerous fluctuations and challenges. The prolonged Russia-Ukraine conflict, combined with political shifts in the United States and Europe, led to various repercussions—most notably the rise of trade protectionism, triggered by U.S. tariff policies, which significantly impacted global supply chains. Market segmentation became more pronounced; economic growth recovered slowly and was weighed down by lingering adverse factors from the previous period, despite signs of stabilization in the second half of the year.

Domestically, the economy was negatively affected by the global context. The real estate market remained stagnant; export activities, particularly in agricultural products, were hindered by tariff barriers, leading to a substantial decline in demand for cement bags and agricultural packaging. Although the prices of key raw materials (plastic resins) tended to decrease, the environment of deflation and weak market demand caused customers to cut orders and seek new suppliers. Negotiations to adjust selling prices faced many difficulties due to intensifying competition within a shrinking market.

In response to this situation, the Company's Management proactively implemented comprehensive restructuring solutions, including: consolidating the management apparatus; recruiting and adding suitable personnel; streamlining departments; and intensifying efforts to find and expand the customer base to maintain production. The Company also focused on stabilizing the workforce while restructuring capital sources to effectively leverage the system's financial potential and maximize cost control and reduction.

However, as the oversupply situation persisted alongside unpredictable market volatility, the Company's business and production activities continued to face hardships. Notably, 2025 was the first year following significant investment; actual output remained low and did not reach the target (7 million bags/month), while fixed asset depreciation and interest expenses rose sharply. These factors directly impacted operational efficiency, resulting in the Company failing to meet the profit targets set out in the 2025 General Meeting of Shareholders' Resolution.

2. Summary of 2025 Business Actual Results vs. Plan.

Unit: VND billion

No	Indicators	2025 Business Plan		2025 Actual Results			
		Parent Company	Consolidated	Parent Company	% vs Plan	Consolidated	% vs Plan
1	Output						
	Bags (pcs)	80.545.000	56.425.000	62.307.416	77,36%	49.801.146	88,26%
	Cement (tons)		1.200.000			752.075	62,67%
2	Revenue	263,46	1.504,81	199,24	75,62%	1.076,51	71,54%
3	Profit before tax	25,05	19,27	1,28	5,11%	-91,51	-474,88%
3.1	Operating profit	12,98		-1,02		-96,03	
3.2	Financial investment profit	12,07		2,30		4,52	
4	Profit after tax	22,45	17,85	1,27	5,66%	-91,74	-513,95%
4.1	Operating profit	10,38		-1,03		-96,26	
4.2	Financial investment profit	12,07		2,30		4,52	

3. Opportunities and Challenges in 2025:

The Company's human resources experienced a downward trend during the year due to the testing of new production models. Meanwhile, the market demand for unskilled labor rose sharply, particularly from the FDI sector and labor export programs. Recruitment faced significant hurdles, and the quality of incoming labor did not meet the standards of previous years.

The consumption market for cement bags, sewn bags, and woven rolls performed poorly during the second and third quarters. Although signs of recovery appeared in the fourth quarter, the Company was unable to fully capitalize on these opportunities due to labor shortages, resulting in equipment capacity utilization falling short of the set plan.

The situation of capital misappropriation by customers increased, with bad debts exceeding VND 10 billion, adversely affecting operating cash flows. Additionally, 2025 was the first year the Company incurred high fixed costs as a result of deploying investment loans and putting new equipment systems into operation.

In the context of falling raw material prices, the Company proactively adjusted its mixing formulas to enhance product quality. Simultaneously, the Company intensified personnel training and production process controls, thereby gradually reducing the scrap and defective product rates to standard levels by the end of 2025.

Key competitors continued to expand their production scale and aggressively push sales with low-price policies and extended payment terms, intensifying competitive pressure amidst a market state of oversupply.

In the second quarter of 2025, inventory levels and overdue accounts receivable surged due to slow product turnover, impacting the Company's overall business performance.

4. Key Tasks Implemented:

The Company proactively established initial connections and began developing relationships with export customers in the South Korean market (DEA Company), with current output reaching approximately 1 KON of sewn bags per month; the customer is expected to increase demand to 2–3 KON per month in the near future.

Regarding the consumption market, the Company continued to maintain a stable base of traditional customers while actively developing new accounts, notably Phu My Fertilizer Packaging Joint Stock Company and the network of affiliates under Stavian Group, contributing to market share expansion and output diversification.

In raw material procurement, the Company proactively connected with and added new suppliers offering price advantages, such as resin sources from Russia, Long Son, and China. Additionally, the Company introduced high-quality solvent-based inks (ARIANG) to meet stringent customer standards, particularly in the cement sector.

Concerning human resources, the Company implemented recruitment and training for new personnel while restructuring and consolidating the management apparatus and reorganizing production activities. The establishment of an administrative weaving support team (for threading and unthreading processes) and investment in supporting equipment, such as thread-cutting machines, helped reduce the workload for direct laborers, thereby increasing the number of operating machines and equipment productivity.

For the materials and spare parts supply chain, the Company actively sought and diversified supply sources through e-commerce channels (CN Buy, Shopee, Alibaba, etc.) and expanded cooperation with international suppliers such as Perfect (India) and FTO (China). The Company also pushed for negotiations on pricing and credit terms and increased the proportion of in-house machining, significantly reducing dependence on imported materials and parts compared to previous years.

The Company effectively leveraged internal resources, including existing materials, labor, and equipment; implemented upgrades and modifications to several legacy machines to serve the production of new products, saving billions of VND in investment costs.

In terms of finance, the Company focused on collecting accounts receivable, utilized internal financial resources within the system, and strictly controlled new investment costs. Simultaneously, the Company proactively stockpiled large volumes of key raw materials at appropriate times to create a competitive advantage in production costs.

The Company flexibly applied mixing formulas tailored to plastic resin price fluctuations and the requirements of each customer segment, simultaneously improving product quality and optimizing costs to enhance market competitiveness.

In addition, the Company established and launched an e-commerce channel on the Alibaba platform in November 2025, which has begun to show initial effectiveness in searching for and developing international customers.

II. REPORT ON INVESTMENT AND FINANCIAL ACTIVITIES IN 2025:

2025 was a year fraught with difficulties, characterized by a decline in both revenue and output across cement companies. Some companies implemented capital increases, leveraging

accumulated financial resources and retained dividends to fund production expansion. As a result, dividend income received by SADICO decreased sharply, a trend that is expected to persist over the next few years. Details are as follows:

Unit: VND billion

Company	Book value	Par value	2023 dividend	2024 dividend	2025 dividend	Percentage (%) in 2025
1- Tay Do Cement JSC	53,25	38,80	48,60	0	0	0%
2- Ha Tien Kien Giang Cement JSC	1,55	1,40	0,7	6,16	0,35	25%
3- Ha Tien Cement JSC	2,68	6,09	1,38	1,38	1,95	32%
Total	57,48	46,29	50,68	7,54	2,30	

Company	Ownership Ratio (%)	Charter Capital (Old/New)	2024 dividend	2025 dividend	Percentage (%)
1- Tay Do Cement JSC	51,06%	76/76		0	
2- Ha Tien Kien Giang Cement JSC	3,05%	46/934	6,16	0,35	25%
3- Ha Tien Cement JSC	7,75%	79/118	1,38	1,95	32%
Total			7,54	2,30	

Total dividends received from financial investments in 2025 amounted to VND 2.3 billion.

III. SADICO CAN THO IS ALWAYS COMMITTED TO HARMONIZING THE INTERESTS OF FOUR KEY STAKEHOLDERS:

- For Investors:** SADICO commits to preserving and growing capital, even during the most challenging periods. In 2025, the Company paid a 10% dividend to investors.
- For the State:** SADICO strictly complies with business operations based on current laws, Party policies, and State regulations.

2025 Results: The Company contributed VND 2.66 billion to the State budget.

- For Employees:** SADICO is ready to provide all necessary resources and create a professional working environment. The Leadership is committed to securing more jobs and ensuring stability, allowing employees to work with peace of mind and long-term loyalty to the Company.

Employee benefits and rights are fully implemented in accordance with the Labor Code and the Collective Labor Agreement. The Company has restructured its regulations, policies, and ISO system processes for suitability. We maintain the activities of political-social organizations and celebrate major holidays to encourage and motivate a spirit of emulation and creativity in the workplace.

2025 Results: Average income: VND 9.5 million/person/month; Lunar New Year (Tet) bonus: 1 month's average salary. Awards for outstanding employees: VND 105 million.

4. **For Community Welfare:** SADICO maintains an Integrated Management System including ISO 9001, ISO 14001, and ISO 17085. We focus on the economical use of resources, minimizing hazardous waste, and maintaining a green, clean, and beautiful environment. Annually, SADICO actively participates in various social welfare programs.

2025 Results: Total expenditure for local sponsorships and social welfare reached VND 300 million.

IV. PROPOSAL FOR 2025 PROFIT DISTRIBUTION

Unit: VND billion

DESCRIPTION	PLAN		ACTUAL	
	ANNUAL GENERAL MEETING			
	Percentage	Value	Percentage	Value
1- Profit after tax in 2025		22,45		1,27
- Operating profit		10,38		-1,03
- 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

PART II

2026 BUSINESS AND PRODUCTION ORIENTATION AND PLAN

I. FORECASTED OPPORTUNITIES AND CHALLENGES

The year 2026 has begun with unexpected and unpredictable fluctuations in the global geopolitical situation, particularly the conflict in the Middle East—a region central to the world's primary oil supply. Supply disruptions have driven oil prices sharply upward from the 60–70 USD/barrel range to over 120 USD/barrel, triggering supply chain breakages and significantly increasing input costs. Plastic resin prices have surged by approximately 50–60%, which, alongside volatile fuel and logistics costs, has placed immense pressure on business and production activities.

In this context, the consumption market is showing a narrowing trend as selling prices rise rapidly before customers can adapt, leading to weakened purchasing power. These factors are forecasted to have a negative impact on the global economy in general and developing nations like Vietnam in particular, especially as several domestic structural issues remain unresolved—including the stagnant real estate market, exchange rate pressures, and the ongoing reorganization and reform of state apparatus.

Facing these challenges, in the medium and long term, the Company identifies its core focus as strengthening risk management measures, specifically regarding supply sources, exchange rate volatility, and raw material input prices. Management must be executed seamlessly, closely monitoring market developments with flexibility and harmony between objectives to control risks, optimize investment capital efficiency, and proactively adjust selling prices to suit each period.

The overarching goal is to maintain stable business operations, ensure employment and income for workers, and simultaneously preserve and grow the Company's capital amidst highly volatile market conditions.

II. PLANNING TARGETS:

Unit: VND billion

KEY INDICATORS	Unit	2026 PLAN	
		Parent Company	Consolidated
1- Production and sales volume	bags	80.545.000	55.905.000
	tons		1.200.000
2- Total revenue	billion	263,46	1.502,83
3- Profit before tax	billion	13,75	7,63
* From operating profit		13,75	
* From financial investment profit		0	
4- Profit after tax	billion	11,00	6,13
* From operating profit		11,00	
* From financial investment profit			
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 General Director		5% of profit after tax	
		<i>(Subject to the Parent Company achieving the production and business profit targets approved by the GMS)</i>	
8- Development investment fund		6% of profit after tax	
9- Bonus and welfare fund		6% of profit after tax	

III. KEY SOLUTIONS:

Continue restructuring and consolidating the personnel apparatus towards a lean and efficient model; simultaneously intensify recruitment and professional training for new staff to meet the requirements of business and production development in the new phase.

Implement the digitalization of the management system through professional software applications; step-by-step integrate and apply AI technology within departments to enhance management efficiency and labor productivity.

Focus on maximizing equipment capacity, striving to achieve the planned output of over 7 million bags/month.

Proactively source and utilize recycled raw materials (high-quality Jumbo bag scrap) to reduce production costs; orient product development toward "Green" standards (Net Zero); and establish and complete the Global Recycled Standard (GRS) certification system to support export activities.

Step up market development efforts, specifically searching for and expanding the international customer base to increase the proportion of direct packaging exports.

Strengthen financial governance, balance, and optimize resources; strictly control customer accounts receivable and reduce capital misappropriation during order fulfillment; focus on recovering outstanding bad debts while preventing new ones to ensure capital for investment and working capital during capacity expansion.

Research, develop, and launch new product lines such as Jumbo bags, Kraft-poly (KP) laminated bags, and OPP bags to diversify the product portfolio and enhance competitiveness.

Expand and diversify raw material supply sources both domestically and internationally (Russia, Thailand, China, etc.); increase efforts to find suppliers with competitive pricing, ensuring quality and stability for PP resins, additives, recycled pellets, clean scrap, inks, and solvents.

Select and build a network of large-scale material and spare part suppliers with strong financial capacity and suitable credit policies; simultaneously develop a supporting processing chain among member units. Leverage e-commerce platforms in China and India to partially replace European imports; develop flexible supply plans (short and long-term) to optimize inventory, limit capital stagnation, and ensure stable equipment operation.

Maintain and improve the 5S program and industrial hygiene; build a green-clean-beautiful working environment and develop a corporate culture based on respect for constructive feedback, unity, and loyalty, with efficiency as the primary metric. Simultaneously, prioritize employee welfare amidst rising living costs by adjusting wage unit rates and implementing practical benefits such as housing support and medical expenses to encourage long-term commitment to the Company.

PART III

RECOMMENDATIONS

The Board of Directors hereby submits to the General Meeting of Shareholders (GMS) for consideration and approval to issue a Resolution with the following proposals:

1. To approve the 2025 Business and Production Results, and the 2025 Audited Financial Statements for both the Parent Company and Consolidated entities.
2. To approve the 2025 Profit Distribution Plan.

3. To approve the 2026 Business and Production Plan.
4. To approve the 2026 Profit Distribution Plan.
5. To authorize the Board of Directors to select an independent Auditing Firm for the 2026 Financial Statements.
6. To approve the proposed 2026 salary for the Chairman of the Board of Directors, to be set at 20 times the 2025 average employee salary.

Respectfully submitted.

**ON BEHALF OF THE BOARD OF
MANAGEMENT
GENERAL DIRECTOR**



No: /2026/TTr - HDQT

Can Tho, 2026

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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: /2026/TTr-HĐQT

Can Tho, 2026

DRAFT

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

Chart. VND Unit

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: /2026/TTr+HDQT

Can Tho,2026

DRAFT

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**

Mai Cong Toan

No: /2026/TTr-HĐQT

Can Tho, 2026

DRAFT

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

No: /2026/TTr-HĐQT

Can Tho, 2026

DRAFT

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	54,25
Profit After Tax	VND billion	43,40

Parent Company Report:

Indicators	Unit	Value
Total Revenue	VND billion	283,09
Profit Before Tax	VND billion	14,08
Profit After Tax	VND billion	11,27

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

2- Total revenue	VND billion	283,09	1.884,49
3- Profit before tax	VND billion	14,08	54,25
* From operating profit		14,08	
* From financial investment profit		0	
4- Profit after tax	VND billion	11,27	43,40
* From operating profit		11,27	40,40
* From financial investment profit			3,00
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 General Director		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

No:

2026/TT-HĐQT

Can Tho,2026

DRAFT

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/ 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

