

**Joint Stock Company
Thanh Hoa - Da River**

No. 36 /THSD-CBTT

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Thanh Hoa, April 9, 2026

PERSONNEL CHANGES

To: - **State Securities Commission**
 - **Hanoi Stock Exchange**

Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders No. 01/NQ-ĐHDCĐ dated 09/4/2026 of Thanh Hoa - Song Da Joint Stock Company, the Minutes of the Board of Directors Meeting dated 09/4/2026, our Company is pleased to announce the change of personnel of the Company as follows:

1. In case of appointment:

- Mr : **Le Anh Tuan**
- Current position : **Chairman of the Board of Directors of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
- Appointed to hold the position: **Chairman of the Board of Directors of Joint Stock Company Thanh Hoa - Song Da term 2026 - 2031**
- Term of appointment: **Until the end of the term 2026-2031**
- Effective date: **09/4/2026**

2. In case of appointment:

- Ms : **Vu Thi Ly**
- Current position : **- Member of the Board of Directors, General Director of the Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
- Appointed to hold the following positions: - **Member of the Board of Directors, General Director of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
- Term of appointment: **Until the end of the term 2026-2031**
- Effective date: **09/4/2026**

3. In case of appointment:

- Mr .: **Van Dinh Dung**
- Current position : **- Member of the Board of Directors of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
- Appointed to hold the position: - **Member of the Board of Directors of Joint Stock**

- Term of appointment: **Company Thanh Hoa – Song Da term 2021 - 2026**
- Effective date: **Until the end of the term 2026-2031**
- Effective date: **09/4/2026**
- 4. In case of appointment:**
 - Ms : **Cao Thi Hien**
 - Current position : **Head of the Supervisory Board of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
 - Appointed to hold the position: **Head of the Supervisory Board of Joint Stock Company – Thanh Hoa Song Da term 2026 - 2031**
 - Term of appointment: **Until the end of the term 2026-2031**
 - Effective date: **09/4/2026**
- 5. In case of appointment:**
 - Mr . **Nguyen Quang Long**
 - Current position : **Member of the Supervisory Board of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
 - Appointed to hold the position: **Member of the Supervisory Board of Joint Stock Company Thanh Hoa - Song Da term 2026 – 2031**
 - Term of appointment: **Until the end of the term 2026-2031**
 - Effective date: **09/4/2026**
- 6. In case of appointment:**
 - Ms : **Le Thi Phuong**
 - Current position : **Member of the Supervisory Board of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
 - Appointed to hold the position: **Member of the Supervisory Board of Joint Stock Company Thanh Hoa - Song Da term 2026 - 2031**
 - Term of appointment: **Until the end of the term 2026-2031**
 - Effective date: **09/4/2026**
- 7. In case of appointment:**
 - Mr . **Pham Van Loi**
 - Current position : **Deputy General Director of Joint Stock Company Thanh Hoa - Song Da term 2021 - 2026**
 - Appointed to hold the position: **Deputy General Director of Joint Stock Company Thanh Hoa - Song Da term 2026 - 2031**
 - Term of appointment: **Until the end of the term 2026-2031**
 - Effective date: **09/4/2026**
- 8. In case of appointment:**

- Mr **. Nguyen Van Minh**
- Current position **: Deputy General Director of Joint Stock Company Thanh Hoa Song Da term 2021 - 2026**
- Appointed to hold the position: **Deputy General Director of Joint Stock Company Thanh Hoa Song Da term 2026 - 2031**
- Term of appointment: **Until the end of the term 2026-2031**
- Effective date: **09/4/2026**

9. In case of appointment:

- Mrs **: Hoang Thi An**
- Current position **: Chief Accountant of Joint Stock Company - Thanh Hoa Song Da term 2021 - 2026**
- Appointed to hold the position **: Chief Accountant of Joint Stock Company - Thanh Hoa Song Da term 2026 - 2031**
- Term of appointment **: Until the end of the term 2026-2031**
- Effective date **: 09/4/2026**

**Institutional Representative
GENERAL DIRECTOR OF THE COMPANY**



Vũ Thị Lý

Attached documents:

- Resolution of the General Meeting of Shareholders No. 01/NQ-DHDCĐ;
- Minutes of the Board of Directors meeting dated 09/4/2026
- Minutes of the Board of Supervisors of the Company dated 09/4/2026
- Resolution on the election of the Board of Directors No. 30/NQ-HDQT
- Decision on appointment of General Director No. 31/QD-HDQT
- Decision on appointment of Deputy Director No. 32/QD-HDQT
- Decision on appointment of Deputy Director No. 33/QD-HDQT
- Decision on appointment of Auditor No. 34/QD-HDQT

THANH HOA – SONG DA
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thanh Hoa, April 9, 2026

No.: 30/NQ-HDQT

RESOLUTION
OF THE BOARD OF DIRECTORS OF THE COMPANY
Election of the Chairman of the Board of Directors of the Company for the
term 2026-2031

BOARD OF DIRECTORS OF THANH HOA SONG DA
JOINT STOCK COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
- Resolution of the Annual General Meeting of Shareholders of Thanh Hoa Song Da Joint Stock Company in 2026;
- Minutes of the meeting of the Board of Directors for the term 2026-2031, the first session on 09/4/2026.

RESOLUTION

Article 1: Approval of the election results: **Mr. Le Anh Tuan**

Date of Birth: 29 August 1965
CCCD card: 038065041642 Issued date: 7/29/2025
Place of issue: Ministry of Public Security
Hometown: Hoang Phu Commune, Thanh Hoa Province
Permanent Address: 43 Lac Long Quan, Hac Thanh Ward,
Thanh Hoa province.
Holding the position: **Chairman of the Board of Directors of Thanh Hoa
Song Da Joint Stock Company for the 2026-2031 term**
As of date: 09/4/2026

Article 2. The Resolution takes effect from the date of signing. The Board of Directors of the Company, **Mr. Le Anh Tuan** is responsible for implementing this Resolution

Recipients:

- Board of Directors and Supervisory Board
- Supervisory Board
- Executive Board
- Record keeping
- Save financial statements and Board of Directors' accounts



Vu Thi Ly

THANH HOA – SONG DA
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 31 /QD-HDQT

Thanh Hoa, April 9, 2026

DECISION

Regarding the re-appointment of the position of General Director

BOARD OF DIRECTORS OF THE COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
- Minutes of the Board of Directors meeting for the term 2026-2031 dated 09/4/2026.

DECISION

Article 1: Appointed for a term Ms: **VU THI LY**

Date of Birth: 30 September 1983

CCCD card: 038183043084 Issued date: 10/24/2023

Place of issue: Department of Social Affairs
Management

Occupation: Bachelor of Economics

Hometown: Nong Cong Commune, Thanh Hoa Province

Permanent Address: Lot 52, MBQH 2155, Hac Thanh Ward,
Thanh Hoa province.

Current position: General Director of the Company

Appointment position: **General Director of the Company**

Duration: From 09/4/2026 to the end of the term 2026 - 2031

Article 2: Salary, productivity bonus: According to the Company's Regulations

Article 3: The Board of Directors, Chief Accountant, Heads of Departments of the Company, and Ms . **Vu Thi Ly** shall base themselves on the implementation decision.

Recipients:

- As in Article 3
- Board of Directors and Supervisory Board
- Board of Directors
- Record keeping
- Record of the Board of Directors



THANH HOA – SONG DA
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 32/QD-HDQT

Thanh Hoa, April 9, 2026

DECISION

Regarding the re-appointment of the position of Deputy General Director

BOARD OF DIRECTORS OF THE COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
- Minutes of the Board of Directors meeting for the term 2026-2031 dated 09/4/2026.

DECISION

Article 1: Appointed for a term Mr.: **PHAM VAN LOI**

Date of Birth: 01 May 1984
CCCD card: 038084000625 Issued date: 8/11/2021
Place of issue: Department of Social Affairs Management
Occupation: Bachelor of Economics
Hometown: Ha Trung Commune, Thanh Hoa Province
Permanent Address: SN 27, Group 23, Bac Son Street,
Dong Quang Ward, Thanh Hoa province.
Current position: Deputy General Director of the Company
Appointment position: **Deputy General Director of the Company**
Duration: From 09/4/2026 to the end of the term 2026 - 2031

Article 2: Salary, productivity bonus: According to the Company's Regulations

Article 3: The Board of Directors, Chief Accountant, Heads of Departments of the Company, and Mr . **Pham Van Loi** shall base themselves on the implementation decision.

Recipients:

- As in Article 3
- Board of Directors and Supervisory Board
- Board of Directors
- Record keeping
- Record of the Board of Directors

TM. BOARD

CHAIRMAN



THANH HOA – SONG DA
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

-----8043-----

No. 33/QD-HDQT

Thanh Hoa, April 9, 2026

DECISION

Regarding the re-appointment of the position of Deputy General Director

BOARD OF DIRECTORS OF THE COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
- Minutes of the Board of Directors meeting for the term 2026-2031 dated 09/4/2026.

DECISION

Article 1: Appointed for a term Mr.: **NGUYỄN VĂN MINH**

Date of Birth: 29 March 1966

CCCD card: 038066028906 Issued date: 9/01/2021

Place of issue: Department of Social Affairs
Management

Occupation: Bachelor of Economics

Hometown: Nong Cong Commune, Thanh Hoa Province

Permanent Address: Lot 17 N5 MB 2125 Hac Thanh Ward, Thanh Hoa

Current position: Deputy General Director of the Company

Appointment position: **Deputy General Director of the Company**

Duration: From 09/4/2026 to the end of the term 2026 - 2031

Article 2: Salary, productivity bonus: According to the Company's Regulations

Article 3: The Board of Directors, Chief Accountant, Heads of Departments of the Company, and Mr. **Nguyen Van Minh** shall base on the implementation decision.

Recipients:

- As in Article 3
- Board of Directors and Supervisory Board
- Board of Directors
- Record keeping
- Record of the Board of Directors

TM. BOARD
CHAIRMAN
CÔNG TY
CÓ PHẦN
THANH HOA
SÔNG DA
Lê Anh Tuan

THANH HOA – SONG DA
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: **34** /QD-HDQT

Thanh Hoa, April 9, 2026

DECISION

Appointment of the title of Chief Accountant of the Company

BOARD OF DIRECTORS OF THE COMPANY

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
- Minutes of the Board of Directors meeting for the term 2026-2031 dated 09/4/2026.

DECISION

Article 1: Appointed for a definite term Ms: **HOANG THI AN**

Date of Birth: 01 January 1988
CCCD card: 038188012990 Issued date: 4/20/2023
Place of issue: Department of Social Affairs
Occupation: Bachelor of Accounting
Hometown: Quang Phu Ward, Thanh Hoa Province
Permanent Address: Street 2, Quang Phu Ward, Thanh Hoa Province
Appointment position: **Chief Accountant of the Company**
Duration: From 09/4/2026 to the end of the term 2026 - 2031

Article 2: Salary, productivity bonus: According to the Company's Regulations

Article 3: The Board of Directors, Heads of Departments of the Company, Directors of affiliated units and Ms. **Hoang Thi An** shall base themselves on the implementation decision.

Recipients:

- As in Article 3
- Board of Directors and Supervisory Board
- Board of Directors
- Record keeping
- Record of the Board of Directors

**TM. BOARD
CHAIRMAN**

Le Anh Tuan

JOINT STOCK COMPANY

No. 03 /NQ

CÔNG TY CỔ PHẦN THANH HÓA SÔNG ĐÀ

OF THE

Election of the Board

-----❖-----

No. 03/NQ-HDQT

Base:

- Law on Enterprises No. 59/2020/QH14 dated 17/6/2020;
- Charter of organization and operation of Thanh Hoa Song Da Joint Stock Company;
- Resolution of the Annual General Meeting of Shareholders of Thanh Hoa Song Da Joint Stock Company in 2026;
- Minutes of the meeting of the Supervisory Board for the term 2026-2031, the first session on 09/4/2026.

Article 1: Approval of the election results: Ms. Cao Thi Hien

Date of Birth: 15 October 1982
 CCCD card: 038182010560 Issued date: 4/25/2021
 Place of issue: Department of Social Affairs
 Management
 Permanent address: 32B Duc Hau, Quang Phu Ward, Thanh Hoa Province
 Holding the position: Head of the Company's Supervisory Board for the
 term 2026-2031
 As of date: 09/4/2026

Article 2.- The Resolution takes effect from the date of signing. The Company's Supervisory Board, Ms. Cao Thi Hien is responsible for implementing this Resolution

**TM. COMPANY SUPERVISORY BOARD
COMMISSIONER**

- Board of Directors and Supervisory Board
- Board of Directors
- Record keeping
- Record of the Board of Directors
- Record of the Board of Directors

Also

Nguyen Quang Long

THANH HOA SONG DA
JOINT STOCK COMPANY



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

-----✧-----

MINUTES
BOARD OF DIRECTORS MEETING
The first session (term 2026-2031) on 09/4/2026

I. OPENING

- Time : At 13:30 on April 9, 2026
- Location : Northwest Station Hall - Company Thanh Hoa Song Da Joint Stock Company;
- Members: All members of the Board of Directors of the Company for the term 2026-2031
- Present: 3/3 comrades

II. CONTENTS

1. Election of the Chairman of the Board of Directors for the term 2026-2031

*** Nomination:**

- List of voters: Mr. Le Anh Tuan

*** Voting form:** Secret ballot

*** Vote counting results:**

Total votes cast: 03 votes
Total number of votes collected: 03 votes
Valid Tickets: 03 votes
Invalid tickets: 0 votes

*** Specific results:**

Mr. Le Anh Tuan: achieved 3/3 votes (100%)

Based on the election results, **Mr. Le Anh Tuan** was elected to hold the position of **Chairman of the Board of Directors of the Company** for the term 2026-2031.

2. Key Positions of the Company

- Title of General Director of the Company:

- List of voters: Ms. Vu Thi Ly

*** Voting form:** Secret ballot

*** Vote counting results:**

Total votes cast: 03 votes
Total number of votes collected: 03 votes
Valid Tickets: 03 votes

Invalid tickets: 0 votes

*** Specific results:**

Ms. Vu Thi Ly: reached 3/3 votes (100%)

Based on the results, Ms. Vu Thi Ly was elected to hold the position of **General Director of the Company** for the term 2026-2031.

- Title of Deputy General Director of the Company:

- List of voters: Mr. Pham Van Loi
Mr. Nguyen Van Minh

*** Voting form:** Secret ballot

*** Vote counting results:**

Total votes cast: 03 votes

Total number of votes collected: 03 votes

Valid Tickets: 03 votes

Invalid tickets: 0 votes

*** Specific results:**

Mr. Pham Van Loi : 3/3 votes (100%)

Mr. Nguyen Van Minh : 3/3 votes (100%)

Based on the results of Mr. Pham Van Loi; Mr. Nguyen Van Minh was elected to hold the position of **Deputy General Director of the Company** for the term 2026-2031.

- Title of Chief Accountant of the Company:

- List of voters: Ms. Hoang Thi An

*** Voting form:** Secret ballot

*** Vote counting results:**

Total votes cast: 03 votes

Total number of votes collected: 03 votes

Valid Tickets: 03 votes

Invalid tickets: 0 votes

*** Specific results:**

Ms. Hoang Thi An: achieved 3/3 votes (100%)

Based on the results, Ms. Hoang Thi An was elected to hold the position of **Chief Accountant of the Company** for the term 2026-2031.

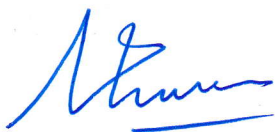
2. Some other tasks:

- Approve the Board of Directors' Work Program until the end of 2026

III. CLOSING: The conference ended at 15:30 on the same day. The Minutes shall be read back to everyone and agreed to sign the Minutes

The minutes are made in 04 copies, each member keeps 01 copy, 01 copy is kept by the Company with the same legal validity.

**MEMBERS OF THE BOARD OF DIRECTORS PARTICIPATED IN
THE MEETING**



Le Anh Tuan



Vu Thi Ly



Van Dinh Dung

THANH HOA – SONG DA
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

-----✧-----



MINUTES

MEETING OF THE COMPANY'S SUPERVISORY BOARD

The first session (term 2026-2031) on 09/4/2026

I. OPENING

- Time : At 13:30 on April 9, 2026

- Location: Northwest Station Hall – Company Thanh Hoa Song Da Joint Stock Company;

- Members: All members of the Supervisory Board of the Company for the term 2021-2026

- Present: 3/3 comrades

II. CONTENTS

1. Election of the Head of the Supervisory Board for the term 2026-2031

* *Nomination:*

- The list of election of the Head of the Company's Control Board includes:
Ms. Cao Thi Hien

* *Voting form:* Secret ballot

* *Vote counting results:*

Total votes cast: 03 votes

Total number of votes collected: 03 votes

Valid Tickets: 03 votes

Invalid tickets: 0 votes

* *Specific results:*

Ms: Cao Thi Hien 3/3 votes (100%)

Based on the election results, **Ms. Cao Thi Hien** was elected to hold the position of **Head of the Supervisory Board** for the term 2026-2031.

2. Some other tasks:

- Approve the Work Program of the Supervisory Board until the end of 2026

III. CLOSING: The conference ended at 14:30 on the same day and was read again to everyone.

The minutes are made into 04 copies with the same legal validity, each member keeps 01 copy, 01 copy is kept by the Company.

**MEMBERS OF THE SUPERVISORY BOARD
PARTICIPATE IN THE MEETING**



Cao Thi Hien



Nguyen Quang Long



Le Thi Phuong

**THANH HOA – SONG DA
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 01/2026/THS/NQ-DHDCD

Thanh Hoa, April 9, 2026

RESOLUTION

**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
THANH HOA - SONG DA JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 promulgated on 17/06/2020;
- Pursuant to the Charter of organization and operation of Thanh Hoa - Song Da Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/2026/THS/BB-ĐHDCĐ of Thanh Hoa - Song Da Joint Stock Company dated April 09, 2026.

RESOLUTION

Điều 1. Approved the 2025 Board of Directors' Activity Report and the 2026 plan.

1. Implementation results in 2025:

Unit: copper

TT	Criteria	Plan 2025	Implementation 2025	Ratio to Plan (%)
1	Total Revenue	290.000.000.000	352.557.350.773	121
2	Profit before tax	2.700.000.000	639.143.468	23
3	Profit after tax	2.160.000.000	508.842.048	23
4	Budget Submission	2.500.000.000	2.025.941.091	81
5	Dividend (%/year)	8	8	100

2. The plan for 2026 is as follows:

TT	Criteria	Unit of calculation	Plan 2026	Notes
1	Total Revenue	Million VND	432.000	
2	Profit before tax	Million VND	2.700	
3	Profit after tax	Million VND	2.160	
4	Budget Submission	Million VND	2.500	
5	Dividend (%/year)	8	8	

Điều 2. Approved the Supervisory Board's Activity Report in 2025 and the plan for 2026.

Điều 3. Approved the Audited Financial Statements for 2025 (According to Report No. 19/2026/TT-HDQT-THS).

Điều 4. Approving the deduction of the Development Investment Fund to distribute dividends in 2025 (According to Report No. 20/2026/TT-HDQT-THS).

Điều 5. Approving the profit distribution plan in 2025, the profit distribution plan in 2026 (According to the report No. 21/2026/TT-HDQT-THS).

The General Meeting of Shareholders approved the distribution of profits in 2025 and the profit distribution plan in 2026, as follows:

TT	Criteria	LN distribution in 2025	LN distribution customers in 2026
1	Profit before tax	639.143.468	2.700.000.000
2	Profit after tax	508.842.048	2.160.000.000
3	Profit for dividends	508.842.048	2.160.000.000
4	Supplementing the development investment fund to pay dividends in 2025	1.651.157.952	
5	Cash dividend payout ratio (%/year)	8%	8%

Điều 6. Approved the 2026 Business Plan (According to the report No. 23/2026/TT-HDQT-THS).

Điều 7. Approving the proposal for payment of remuneration to the Board of Directors and the Supervisory Board in 2025, the payment plan in 2026 (According to the report No. 22/2026/TT-HDQT-THS).

Điều 8. Approving the plan to transfer investment in business securities and real estate goods (According to the report No. 24/2026/TT-HDQT-THS).

Điều 9. Approved the selection of the auditor for the financial statements in 2026 (According to the report No. 25/2026/TT-HDQT-THS).

Điều 10. Approval of the Board of Directors to approve other contents under the jurisdiction of the General Meeting of Shareholders (According to Report No. 26/2026/TT-HDQT-THS).

Điều 11. The Congress elected the Board of Directors and the Supervisory Board for the term 2026 - 2031

Board of Directors: 3 members

- Mr. Le Anh Tuan
- Ms. Vu Thi Ly
- Mr. Van Dinh Dung

Supervisory Board: 3 members

- Ms. Cao Thi Hien
- Ms. Le Thi Phuong
- Mr. Nguyen Quang Long

Điều 12. Implementation provisions.

This Resolution has been approved by the 2026 Annual General Meeting of Shareholders of Thanh Hoa - Song Da Joint Stock Company and takes effect from the date of signing.

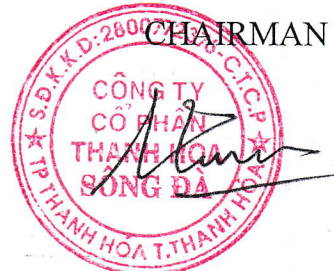
Members of the Board of Directors, the Supervisory Board and the Board of Directors shall be responsible for implementing this Resolution and organizing the implementation of their operational functions in accordance with the provisions of law and the Company's Charter of organization and operation.

Recipients:

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board, Board of Directors;
- Save VT;
- Disclosure as prescribed.

**T/M. GENERAL MEETING OF
SHAREHOLDERS**

CHAIRMAN



Le Anh Tuan