

**INVESTMENT JOINT STOCK
COMPANY**

SAO THAI DUONG

No. 0606/2026/CBTT-SJF



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June 06, 2026

ANNOUNCEMENT OF PERSONNEL CHANGES

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

Pursuant to Resolution 06/2026/NQHDQT-SJF dated June 05, 2026 of Sao Thai Duong Investment Joint Stock Company;

Pursuant to the Minutes of the Supervisory Board meeting dated June 05, 2026;

Sao Thai Duong Investment Joint Stock Company would like to announce the change of personnel of the Company as follows:



Appointment Cases

1. Mr. Nguyen Tri Thien

- Position before appointment: Chairman of the Board of Directors of the Company
- Appointment Period: Term 2021-2026
- Appointed position: Chairman of the Board of Directors of the Company
- Term of appointment: Term 2026-2031
- Effective date: 05/06/2026

2. Mr. Nguyen Anh Tuan

- Position before appointment: Member of the Board of Directors
- Appointment Period: Term 2021-2026
- Appointed position: Member of the Board of Directors
- Term of appointment: Term 2026-2031

3. Mr. Nguyen Xuan Nam

- Position before appointment: Member of the Board of Directors
- Appointment Period: Term 2021-2026
- Appointed position: Member of the Board of Directors
- Term of appointment: Term 2026-2031

4. Mr. Nguyen Cong Khai

- Position before appointment: Member of the Board of Directors
- Appointment Period: Term 2021-2026
- Appointed position: Member of the Board of Directors
- Term of appointment: Term 2026-2031

5. Mr. Dang Van Hoa

- Position before appointment: Member of the Board of Directors
- Appointment Period: Term 2021-2026
- Appointed position: Member of the Board of Directors
- Term of appointment: Term 2026-2031

6. Grandma: Do Nhu Ngoc

- Position before appointment: Member of the Supervisory Board
- Appointment Period: Term 2021-2026

- Appointed position: Head of the Supervisory Board
 - Term of appointment: Term 2026-2031
 - Effective date: 05/06/2026
- 7. Grandmother: Nguyen Thi Mai Huong**
- Pre-Appointment Position: Presiding Member
 - Appointment Period: Term 2021-2026
 - Appointed position: Member of the Supervisory Board
 - Term of appointment: Term 2026-2031
- 8. Ms: Pham Thi Hoa**
- Position before appointment: No
 - Appointed position: Member of the Supervisory Board
 - Term of appointment: Term 2026-2031

Attachments:

- *Resolution 01/NQ-HDCĐ*
- *Resolution 06/2026/NQHĐQT-SJF*
- *Minutes of the Supervisory Board meeting*

DISCLOSURE PERSON



Bui Thi Ngoc Huyen



No. 01/NQ-AGM

Hanoi, June 05, 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020.

Pursuant to the Charter of Sao Thai Duong Investment Joint Stock Company.

Pursuant to the Minutes of the Annual General Meeting of Shareholders in 2026.

RESOLUTION

Article 1: Approve the entire content of the Report of the Board of Directors, the Board of Directors and the Supervisory Board on the situation and business results in 2025.

Article 2: Approve the 2025 financial statements (parent company financial statements and consolidated financial statements) of Sao Thai Duong Investment Joint Stock Company which has been audited by International Auditing and Valuation Co., Ltd. (IAV).

Article 3.- To approve the remuneration of the Board of Directors and the Control Board, specifically as follows:

- Remuneration plan for the Board of Directors and the Supervisory Board in 2025:

+ Remuneration of the Board of Directors: 5 million VND/person/month

+ Remuneration of the Supervisory Board: 2 million VND/person/month

- Based on the production and business situation in 2025, due to the Company's results and profits not meeting the targets compared to the set plan, the Board of Directors respectfully submits to the General Meeting of Shareholders for

consideration and approval of the plan not to pay remuneration to members of the Board of Directors and the Supervisory Board in 2025.

Article 4: To approve the 2025 business results and the 2026 business plan:

4.1 Business results in 2025:

Calculation unit: billion VND

STT	Criteria	Plan	Parent Company Financial Statements	FS Incorporated Company	% Plan Completed (Incorporated Company /Plan)
1	Total Assets		603	846	
2	Equity		792	792	
3	Net sales and service revenue	150	3.8	32	21%
4	Profit after tax	10	(30)	(33)	(330)%

4.2 Business plan in 2026:

STT	Criteria	Unit of calculation	Values
1	Net sales and service delivery (consolidated)	Billion VND	100
2	Consolidated profit after tax	Billion VND	05

Article 5: To approve the authorization of the Board of Directors to decide on a number of contents under the competence of the General Meeting of Shareholders (*details according to the report*).

Article 6: Approving the selection of the auditing unit of the 2026 Financial Statements (*details according to the report*).

Article 7: Approve the election of members of the Board of Directors and the Supervisory Board for the term 2026-2031 (*details according to the report*).

Article 8: Implementation provisions.

This Resolution was unanimously approved by the General Meeting of Shareholders at the meeting and takes effect from the date of approval of the General Meeting of Shareholders. The Board of Directors, the Board of General Directors, the Control Board and relevant departments shall be responsible for the implementation of this Resolution./.

Recipients:

- SSC (BC)
- Hanoi Stock Exchange
- BOARD OF DIRECTORS, BOARD OF DIRECTORS, SUPERVISORY BOARD
- Shareholders
- Save: VT

**CHAIRMAN**
NGUYEN TRI THIEN



**SAO THAI DUONG
INVESTMENT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June 05, 2026

No. 06/2026/NQHĐQT-SJF

RESOLUTION

"Re: Election of the Chairman of the Board of Directors for the term 2026-2031"

BOARD

SAO THAI DUONG INVESTMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26/11/2019;
- Pursuant to the Charter of Organization and Operation of Sao Thai Duong Investment Joint Stock Company;
- Pursuant to the Minutes of the meeting of the Board of Directors of the Company dated 05/06/2026.

RESOLUTION

Article 1: Approving the election of Mr. Nguyen Tri Thien as Chairman of the Board of Directors of Sao Thai Duong Investment Joint Stock Company for the term 2026-2031.

Article 2.- This Resolution takes effect from the date of its signing. Members of the Board of Directors, the Control Board, the Board of General Directors, the Company's departments and relevant individuals shall be responsible for the implementation of this Resolution.

Recipients:

- As in Article 2;
- Save VT

T/M. BOARD OF DIRECTORS



NGUYEN TRI THIEN



MINUTES OF THE SUPERVISORY BOARD MEETING
"Election of the Head of the Supervisory Board for the term 2026-2031"

Base

- The Law on Enterprises No. 59/2020/QH14 was approved by the National Assembly of the Socialist Republic of Vietnam on 17/06/2020;
- Charter of Sao Thai Duong Investment Joint Stock Company;
- Resolution of the 2026 Annual General Meeting of Shareholders of Sao Thai Duong Investment Joint Stock Company dated 05/06/2026.

Today, at 16:00 on 05/06/2026, at the meeting room of Sao Thai Duong Investment Joint Stock Company, address: 8th Floor, SIMCO Song Da Building, Van Phuc EIA sub-area, Ha Dong ward, Hanoi. The Supervisory Board of Sao Thai Duong Investment Joint Stock Company held a meeting with the following contents:

I. Participants

- | | |
|----------------------------|-----------------------------------|
| - Ms. Do Nhu Ngoc | - Member of the Supervisory Board |
| - Ms. Nguyen Thi Mai Huong | - Member of the Supervisory Board |
| - Ms. Pham Thi Hoa | - Member of the Supervisory Board |

Meeting Secretary:

Ms. Pham Thi Hoa – Member of the Supervisory Board

II. Meeting content

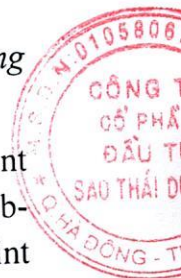
The Supervisory Board met to elect the Head of the Supervisory Board of Sao Thai Duong Investment Joint Stock Company for the term 2026 – 2031.

III. Election results:

After discussion, the Supervisory Board agreed to conduct an election in the form of a vote to raise its hand on the election of Ms. Do Nhu Ngoc – holding the position of Head of the Supervisory Board of Sao Thai Duong Investment Joint Stock Company.

Voting Rate:

- Number of members in favor: 03 members accounting for 100% of the total number of members of the Supervisory Board.
- Number of members disapproving: 0 members accounting for 0% of the total number of members of the Supervisory Board.
- Number of members without opinions : 0 members accounting for 0% of the total number of members of the Supervisory Board.



IV. End the meeting

The meeting ended at 17:00 on the same day, immediately after the meeting ended and was unanimously approved by all members of the Supervisory Board.

THE MEMBERS ATTENDING THE MEETING UNANIMOUSLY SIGNED

Member of the Supervisory Board

Member of the Supervisory Board

Member of the Supervisory Board
(Meeting Secretary)



Do Nhu Ngoc



Nguyen Thi Mai Huong



Pham Thi Hoa

