

No.: 737 /TB-SNZ-QTTH

Dong Nai, September 11<sup>th</sup>, 2026

## NOTICE

**On the record date for exercising the right to receive 2025 cash dividends**

**To: Viet Nam Securities Depository and Clearing Corporation**

Name of the securities registration organization: Sonadezi Corporation

Trading name: SONADEZI

Head office address: No. 1, Road. 1, An Hao quarter, Tran Bien ward, Dong Nai city, Vietnam

Tel: 0251.8860 561 Fax: 0251.8860 573

Sonadezi Corporation hereby notifies the Vietnam Securities Depository and Clearing Corporation (VSDC) of the record date for preparing the list of shareholders for the following security:

- Name of security: Shares of the Sonadezi Corporation
- Ticker symbol: SNZ
- Type of security: Common shares
- Par value: VND 10,000 per share
- Trading platform: UPCOM
- Record date: October 6<sup>th</sup>, 2026

### **1. Reason and purpose:**

Payment of 2025 cash dividends.

### **2. Specific details:**

- Implementation rate: 14.4% per share (each share receives VND 1,440)
- Payment date: Wednesday, October 21<sup>st</sup>, 2026
- Place of implementation:

For deposited securities: Shareholders shall carry out procedures to receive dividends at the Depository Members where their securities accounts are maintained.

For non-deposited securities: Shareholders shall present their ID Card, carry out procedures to receive dividends at the Accounting Department of Sonadezi Corporation during working days of the week, starting from October 21<sup>st</sup>, 2026.



We respectfully request VSDC to prepare and send to Sonadezi Corporation the list of shareholders as of the above-mentioned record date via VSDC's electronic communication portal.

Sincerely.

***Recipients:*** 

- As above;
- HNX, VSDC;
- Archived: Office, General Dept.

**LEGAL REPRESENTATIVE  
GENERAL DIRECTOR**



**Tran Thanh Hai**

**Attached documents:**

Annual General Meeting of Shareholders 2026's Resolution No. 107/NQ-SNZ-QTTH dated April 23<sup>rd</sup>, 2026;

Resolution No. 205/NQ-SNZ-QTTH dated September 09<sup>th</sup>, 2026 of the Board of Directors on the payment of 2025 cash dividends.

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No.: 205 /NQ-SNZ-QTTH

Dong Nai, September 09<sup>th</sup>, 2026

**RESOLUTION**  
**On the payment of 2025 cash dividends**

**THE BOARD OF DIRECTORS**

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to the Annual General Meeting of Shareholders 2026's Resolution No. 107/NQ-SNZ-QTTH dated April 23<sup>rd</sup>, 2026;

Pursuant to Written Opinion Form No. 46 /SNZ-HĐQT dated September 8<sup>th</sup>, 2026,

**RESOLVES:**

**Article 1.** Approval of the payment of 2025 cash dividends, specifically as follows:

- Name of security: Shares of the Sonadezi Corporation
- Ticker symbol: SNZ
- Type of security: Common shares
- Par value: VND 10,000 per share
- Trading platform: UPCOM
- Record date: October 6<sup>th</sup>, 2026
- Implementation rate: 14.4% per share (each share receives VND 1,440)
- Dividend payment method: In cash
- Dividend payment date: October 21<sup>st</sup>, 2026
- Method of implementation:

+ For deposited securities: Shareholders shall carry out procedures to receive dividends at the Depository Members where their securities accounts are maintained.

+ For non-deposited securities: Shareholders shall present their ID Card, carry out procedures to receive dividends at the Accounting Department of Sonadezi Corporation during working days of the week, starting from October 21<sup>st</sup>, 2026. In case shareholders wish to receive dividends via bank transfer, they shall submit the "Application for receiving

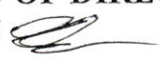
2025 dividends via bank transfer” (as per the attached template) to the Accounting Department of Sonadezi Corporation. Any bank transfer fees (if applicable) shall be borne by the shareholder.

**Article 2.** The General Director is assigned to carry out all necessary procedures to implement the cash dividend payment in accordance with applicable regulations..

**Article 3.** This Resolution shall take effect from the date of signing. The General Director, relevant units, and individuals shall be responsible for the implementation of this Resolution.

**Recipients:** 

- As article 3;
- HNX, VSDC;
- Archived: Office, General Dept.

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



**Truong Dinh Hiep**

**RESOLUTION**  
**2026 Annual General Meeting of Shareholders**

**GENERAL MEETING OF SHAREHOLDERS**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11<sup>th</sup>, 2022 and Law No. 76/2025/QH15 dated June 17<sup>th</sup>, 2025;

Pursuant to the Charter of Sonadezi Corporation;

Pursuant to the Minutes of vote counting and election ballots at the 2026 Annual General Meeting of Shareholders;

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

**RESOLVED:**

**Article 1.** The 2026 Annual General Meeting of Shareholders has voted to approve the following contents:

1. Approve Report No. 336/BC-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 on Business Performance in 2025 and the Plan for 2026 with the following main contents:

1.1. Business performance results in 2025:

Unit: million VND

| No. | Indicator                   | Plan      | Actual    | %<br>Actual/Plan |
|-----|-----------------------------|-----------|-----------|------------------|
|     | Charter capital             | 3,765,000 | 3,765,000 | 100.00%          |
|     | <b>Parent company</b>       |           |           |                  |
| 1   | Total revenue               | 793,647   | 719,743   | 90.69%           |
| 2   | Profit before CIT           | 522,052   | 580,382   | 111.17%          |
| 3   | Profit after CIT            | 510,477   | 576,304   | 112.90%          |
| 4   | Payable to the state budget | 59,387    | 48,778    | 82.14%           |
| 5   | Profit/Equity Ratio         | 13.01%    | 14.68%    | 112.84%          |
|     | <b>Consolidated</b>         |           |           |                  |
| 1   | Total revenue               | 6,680,434 | 7,148,856 | 107.01%          |

| No. | Indicator                   | Plan      | Actual    | %<br>Actual/Plan |
|-----|-----------------------------|-----------|-----------|------------------|
| 2   | Profit before CIT           | 1,711,723 | 2,573,557 | 150.35%          |
| 3   | Profit after CIT            | 1,403,613 | 2,130,558 | 151.79%          |
| 4   | Payable to the state budget | 744,840   | 861,543   | 115.67%          |
| 5   | Profit/Equity Ratio         | 15.46%    | 23.27%    | 150.52%          |

### 1.2. Business plan for 2026:

Unit: million VND

| No. | Indicator                   | Parent company | Consolidated |
|-----|-----------------------------|----------------|--------------|
| 1   | Charter capital             | 3,765,000      | 3,765,000    |
| 2   | Total revenue               | 800,768        | 6,020,560    |
| 3   | Profit before CIT           | 597,467        | 1,614,142    |
| 4   | Profit after CIT            | 582,298        | 1,336,339    |
| 5   | Payable to the state budget | 43,703         | 650,955      |
| 6   | Profit/Equity Ratio         | 14.81%         | 14.45%       |

2. Approve Report No. 337/BC-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 on the Development Strategy for the 2026-2030 period with the following main contents:

2.1. Development orientations of the Corporation regarding business lines, objectives, and tasks:

#### a. Business lines:

The Parent company and its subsidiaries continue to operate in 04 groups of business lines: Industrial Park and Civil Real Estate, Construction and Construction Materials, Support Services, and Water Supply. In which the core business line is industrial real estate.

#### b. Objectives and tasks:

- In the short term, the Corporation continues to invest in and effectively exploit existing projects, maintain and research the expansion of products and services to maintain and increase revenue and profit.

- In the long term, the Corporation must strengthen research, search, and development of potential projects inside and outside the province, including developing projects in the Corporation's business fields in the Northern area of Dong Nai province; continue to increase internal linkages to optimize the advantages of each unit in the system, effectively exploit existing land funds, and increase competitiveness; Research investment cooperation with reputable and capable partners to invest in and develop projects.

#### - Specific objectives:

- + Develop at least 02 Industrial Parks;
- + Develop at least 02 Residential Areas.

2.2. Plan for key business performance indicators and investment plan for the 2026 – 2030 period:

| No. | Indicator                         | Unit               | 2026         | 2027         | 2028         | 2029         | 2030         |
|-----|-----------------------------------|--------------------|--------------|--------------|--------------|--------------|--------------|
|     | <b>Charter capital</b>            | <b>Billion VND</b> | <b>3,765</b> | <b>3,765</b> | <b>3,765</b> | <b>3,765</b> | <b>3,765</b> |
|     | <b>Parent company</b>             |                    |              |              |              |              |              |
| 1   | Total revenue                     | Billion VND        | 801          | 826          | 851          | 877          | 904          |
| 2   | Profit before tax                 | Billion VND        | 597          | 615          | 634          | 654          | 674          |
| 3   | Payable to State Budget           | Billion VND        | 44           | 46           | 48           | 50           | 52           |
| 4   | Capital Construction Investment   | Billion VND        | 102          | 200          | 250          | 250          | 250          |
| 5   | Investment capital plan           |                    |              |              |              |              |              |
|     | - Investment and development fund | Billion VND        | 25.5         | 50           | 62.5         | 62.5         | 62.5         |
|     | - Mobilized and other capital     | VND billion        | 76.5         | 150          | 187.5        | 187.5        | 187.5        |
|     | <b>Consolidated</b>               |                    |              |              |              |              |              |
| 1   | Total revenue                     | VND billion        | 6,021        | 6,202        | 6,389        | 6,581        | 6,779        |
| 2   | Profit before tax                 | VND billion        | 1,614        | 1,663        | 1,714        | 1,766        | 1,819        |
| 3   | Payable to State Budget           | VND billion        | 651          | 671          | 692          | 713          | 735          |
| 4   | Capital Construction Investment   | VND billion        | 6,563        | 7,196        | 7,342        | 7,544        | 7,780        |

**Note:** The aforementioned amounts payable to the state budget do not include dividends of the state shareholder at the Parent company of more than 400 billion VND/year.

3. Approval of the 2025 separate financial statements and consolidated financial statements audited by RSM Vietnam Auditing & Consulting Co., Ltd

4. Approve Report 338/BC-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 of the Board of Directors on the activities in 2025, Term II (2021-2026) and the direction of activities for 2026, Term III (2026-2031).

5. Approve Report No. 339/BC-SNZ-KS dated April 22<sup>nd</sup>, 2026 of the Board of Supervisors on the inspection and supervision of business activities in 2025 and Term II (2021-2026) at Sonadezi Corporation.

6. Approve Proposal No. 340/TTr-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 regarding salary and remuneration for the Board of Directors, Board of Supervisors and Executives for 2025 and the 2026 plan.

6.1. Salary and remuneration of the Board of Directors and Board of Supervisors implemented in 2025 compared to the plan:

Unit: VND

| No. | Content                                                | Plan          | Actual        |
|-----|--------------------------------------------------------|---------------|---------------|
| I   | Average monthly expenditure                            |               |               |
| 1   | Salary of the Chairman of the Board of Directors       | 88,900,000    | 102,259,417   |
| 2   | Salary of the Head of the Board of Supervisors         | 39,900,000    | 84,894,583    |
| 3   | Remuneration of one member of the Board of Directors   | 12,000,000    | 16,592,833    |
| 4   | Remuneration of one member of the Board of Supervisors | 7,000,000     | 9,679,250     |
| II  | Actual remuneration fund for non-specialized managers  | 1,756,584,000 | 1,426,986,000 |

6.2. Plan for salaries and remuneration of the Board of Directors and Board of Supervisors in 2026:

Monthly advance of salary and remuneration for the Board of Directors and Board of Supervisors in 2026:

- Salary of the Chairman of the Board of Directors: 88,900,000 VND/month
- Salary of the Head of the Board of Supervisors: 40,600,000 VND/month
- Remuneration of one member of the Board of Directors: 12,000,000 VND/month
- Remuneration of one member of the Board of Supervisors: 7,000,000 VND/month

Based on the 2026 business performance, the 2026 salary and remuneration of the Board of Directors and Board of Supervisors will be finalized in accordance with Decree No. 248/2025/NĐ-CP dated September 15<sup>th</sup>, 2025 of the government and will be reported at the 2027 Annual General Meeting of Shareholders.

7. Approve Proposal No. 341/TTr-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 regarding the profit distribution for 2025 and the profit distribution plan for 2026:

7.1. Profit distribution plan for 2025:

| No. | Content                                                        | Value (VND)       |
|-----|----------------------------------------------------------------|-------------------|
| 1   | Charter capital                                                | 3,765,000,000,000 |
| 2   | Par value of 376,491,800 outstanding shares                    | 3,764,918,000,000 |
| 3   | Profit after tax 2025                                          | 576,303,792,197   |
|     | - <i>Exchange rate differences</i>                             | 90,139,005        |
|     | - <i>Retained earnings</i>                                     | 576,213,653,192   |
| 4   | Fund allocation:                                               | 35,549,032,000    |
|     | - Investment and development fund (5%)                         | 28,810,683,000    |
|     | - Bonus and welfare funds (03 months of average actual salary) | 6,738,349,000     |
| 5   | Profit after tax 2025 remaining after fund allocation          | 540,754,760,197   |
|     | - <i>Exchange rate differences</i>                             | 90,139,005        |
|     | - <i>Retained earnings</i>                                     | 540,664,621,192   |
| 6   | Profit carried forward from the previous year                  | 39,139,834,348    |
|     | - <i>Profit from asset revaluation</i>                         | 35,891,236,904    |
|     | - <i>Retained earnings</i>                                     | 3,248,597,444     |
| 7   | Dividend payment (14.4% of par value of outstanding shares)    | 542,148,192,000   |
| 8   | Profit carried forward to the following year                   | 37,746,402,545    |
|     | - <i>Profit from asset revaluation</i>                         | 35,981,375,909    |
|     | - <i>Retained earnings</i>                                     | 1,765,026,636     |

7.2. Profit distribution plan for 2026:

The estimated average monthly salary budget for 2026 is 2.5 billion VND/month.

| No. | Content                                                         | Value (VND)       |
|-----|-----------------------------------------------------------------|-------------------|
| 1   | Charter capital                                                 | 3,765,000,000,000 |
| 2   | Par value of 376,491,800 outstanding shares                     | 3,764,918,000,000 |
| 3   | Profit after tax 2026                                           | 582,298,159,284   |
| 4   | Fund allocation:                                                | 36,614,908,000    |
|     | - Investment and development fund (5%)                          | 29,114,908,000    |
|     | - Bonus and welfare funds (03 months of average planned salary) | 7,500,000,000     |
| 5   | Profit after tax 2026 remaining after fund allocation           | 545,683,251,284   |
| 6   | Profit carried forward from the previous year                   | 37,746,402,545    |
|     | - Profit from asset revaluation                                 | 35,981,375,909    |
|     | - Retained earnings                                             | 1,765,026,636     |
| 7   | Dividend payment (14.5% of par value of outstanding shares)     | 545,913,110,000   |
| 8   | Profit carried forward to the following year                    | 37,516,543,829    |
|     | - Profit from asset revaluation                                 | 35,981,375,909    |
|     | - Retained earnings                                             | 1,535,167,920     |

Based on the business performance in 2026, the Bonus and welfare funds will be allocated in accordance with Decree No. 248/2025/NĐ-CP and Decree No. 366/2025/NĐ-CP.

8. Approve Proposal No. 342/TTr-SNZ-KS dated April 22<sup>nd</sup>, 2026 regarding the selection of the audit firm for the 2026 financial statements:

Authorize the Board of Directors to select one of the three auditing firms on the list below to audit the 2026 financial statements:

- RSM Vietnam Auditing & Consulting Company Limited.
- VACO Auditing Company Limited.
- A&C Auditing and Consulting Company Limited.

9. Approve Proposal No. 343/TTr-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 regarding the update of the business lines list.

10. Approve Proposal No. 344/TTr-SNZ-QTTH dated April 22<sup>nd</sup>, 2026 regarding the amendment and supplement of the Charter and the Internal Regulations on Corporate Governance.

11. Results of the election of the Board of Directors and Board of Supervisors for Term III (2026 - 2031) as follows:

11.1. The Board of Directors consists of 07 members:

|                      |          |
|----------------------|----------|
| - Truong Dinh Hiep   | Chairman |
| - Tran Thanh Hai     | Member   |
| - Nguyen Thi Hanh    | Member   |
| - Luong Minh Hien    | Member   |
| - Dinh Ngoc Thuan    | Member   |
| - Nguyen Van Tuan    | Member   |
| - Pham Tran Hoa Hiep | Member   |

11.2. The Board of Supervisors consists of 03 members:

|                       |        |
|-----------------------|--------|
| - Dang Le Bich Phuong | Head   |
| - Tran Ngoc Tong      | Member |
| - Pham Thi Cam Ha     | Member |

**Article 2.** This Resolution takes effect from April 23<sup>rd</sup>, 2026. The Board of Directors, Board of Supervisors, General Director, and related units and individuals are responsible for implementation.

**Recipients:** 

- As per Article 2;
- Archived: Office, General Dept.

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



**Truong Dinh Hiep**