

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
2025 Annual General Meeting of Shareholders, March, 28, 2025
At SUDICO Building, Me Tri Street, My Dinh 1 Ward,
Nam Tu Liem District, Hanoi

ANNUAL GENERAL MEETING OF SHAREHOLDERS
SJ GROUP JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam and its guiding documents

Pursuant to the Charter of SJ Group Joint Stock Company (SJ GROUP);

Pursuant to the Board of Directors' Reports submitted to the 2025 Annual General Meeting of Shareholders;

Pursuant to the Minutes and documents at the 2025 Annual General Meeting of Shareholders, dated March 28, 2025 of SJ Group Joint Stock Company.

RESOLUTION:

Article 1. The 2025 Annual General Meeting of Shareholders of SJ Group Joint Stock Company unanimously approved the following contents:

- 1. Report on the activities of the Board of Directors:** As a document to be submitted to the 2025 Annual General Meeting of Shareholders.
- 2. Report on the activities of the independent Board members of the Company:** As a document to be submitted to the 2025 Annual General Meeting of Shareholders.
- 3. Report on the Company's Supervisory Board:** As submitted to the 2025 Annual General Meeting of Shareholders
- 4. Report on production and business results in 2024**

Major economic indicators:

No	Indicator	Unit	Consolidated			Parent Company		
			KH	TH	% HT	KH	TH	% HT
1	Production and business value	10 ⁹ đ	921	1.417	154%	813	1.362	168%
2	Investment value	10 ⁹ đ	1.421	199	14%	1.035	123	12%
3	Revenue	10 ⁹ đ	858	652	76%	750	600	80%
4	Profit	10 ⁹ đ	350	356	102%	350	366	105%



5. Production and business plan in 2025

Main economic indicators:

No	Indicator	Unit	Consolidated	Parent Company
1	Production and business value	10 ⁹ đ	2.479	2.324
2	Investment value	10 ⁹ đ	3.755	2.379
3	Revenue	10 ⁹ đ	1.211	1.064
4	Profit	10 ⁹ đ	753	750
5	Dividends	%	10% - 15%	

The 2025 Annual General Meeting of Shareholders approves the above economic indicators, and at the same time authorizes the Board of Directors to proactively adjust the 2025 Production and Business Plan (if necessary) to suit the situation, market developments and macroeconomic characteristics in 2025.

6. Audited financial statements for 2024: As documents submitted to the 2025 Annual General Meeting of Shareholders.

7. Settlement of remuneration of the Board of Directors and the Supervisory Board in 2024; Remuneration plan for the Board of Directors and the Supervisory Board in 2025

8.1 Settlement of remuneration of the Board of Directors and the Supervisory Board in 2024

The General Meeting of Shareholders approves the remuneration of the Board of Directors and the Supervisory Board in 2024 as follows:

No	Content	Unit	Estimate	Settlement
1	Board of Directors	Dong	504.000.000	504.000.000
2	Supervisory Board	Dong	216.000.000	216.000.000
	Total	Dong	720.000.000	720.000.000

8.2 Remuneration plan for the Board of Directors and the Supervisory Board in 2025

When the rate of completion of the Company's production and business plan \geq 100% (based on the profit target for evaluation), the remuneration of the Board of Directors and the Supervisory Board is expected to be enjoyed as follows:

No	Title	Amount	No of Months	Remuneration/month (VND)	Total amount remuneration (VND)
1	Chairman	1	12	10.000.000	120.000.000

2	Vice Chairman, Member of the Board of Directors	4	12	8.000.000	384.000.000
3	Head of the Supervisory Board	1	12	8.000.000	96.000.000
4	Members of the Supervisory Board	2	12	5.000.000	120.000.000
	Total				720.000.000

When the rate of completion of the Company's production and business plan <100% of the plan (profit target for evaluation), the remuneration of the Board of Directors shall be paid in proportion to the rate of completion of the plan.

8. Plan for the list of independent auditing companies to audit the 2025 Financial Statements:

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval the list of independent auditing firms and authorizes the Board of Directors to select one of the following firms to conduct the review of the semi-annual financial statements for the first half of 2025 and the audit of the 2025 financial statements of SJ GROUP Joint Stock Company.

- Ernst & Young Vietnam Co., Ltd. (E&Y)
- KPMG Vietnam Limited (KPMG)
- Pricewaterhouse Coopers Vietnam Co., Ltd. (Pwc)
- Deloitte Vietnam Co., Ltd. (Deloitte)
- AASC Auditing Firm Limited (AASC)



In the event that the auditing firms listed above are unable to conduct the review of the semi-annual financial statements for the first half of 2025 and the audit of the 2025 financial statements, we propose that the General Meeting of Shareholders authorize the Board of Directors to proactively select an auditing firm from the list of firms approved by the State Securities Commission to audit public-interest entities in the securities sector in 2025 to carry out the review and audit of SJ GROUP's financial statements for the respective periods.

9. Amending and supplementing the Company's Charter: As a document to be submitted to the 2025 Annual General Meeting of Shareholders

10. Amending and supplementing the Regulation on operation of the Board of Directors: As a document to be submitted to the 2025 Annual General Meeting of Shareholders.

11. Amendments and supplements to the Internal Regulations on Corporate Governance: As a document to be submitted to the 2025 Annual General Meeting of Shareholders

12. Amending and supplementing the Regulation on operation of the Supervisory Board: As the document submitted to the 2025 Annual General Meeting of Shareholders.

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13. Election of members of the Board of Directors, members of the Supervisory Board for the term 2025-2030

The Company's 2025 Annual General Meeting of Shareholders has agreed and the following candidates have been elected as Members of the Board of Directors, Members of the Company's Supervisory Board for the term 2025-2030:

13.1 Board Member

Mr Bui Quang Bach

Mr Phuong Xuan Thuy (Independent member of the Board of Directors)

Mr Nguyen Viet Cuong

Mrs Do Le Minh (Independent member of the Board of Directors)

Mr Tran Nhu Trung

13.2 Member of the Supervisory Board

Mrs Le Thi Thuy

Mrs Tran Thi Thanh Huyen

Ms Nguyen Thu Hien

Article 2. The General Meeting of Shareholders of SJ Group Joint Stock Company assigns the Board of Directors of the Company to base on the above contents to implement in accordance with the provisions of current law and the Company's regulations

Article 3. The Company's shareholders; Members of the Board of Directors; Members of the Supervisory Board; the General Director; the Deputy General Directors; the Chief Financial Officer; Directors of affiliated units; The Company's capital representative at companies with contributed capital; relevant units and individuals shall implement this Resolution accordingly.

Article 4. This Resolution was approved by the General Meeting of Shareholders of SJ Group Joint Stock Company at the 2025 Annual General Meeting of Shareholders, March 28, 2025 with a voting rate of **100%**.

This Resolution takes effect from March 28, 2025./.

Recipient:

- Article 3;
- Save: VT; VP. HĐQT.

ON BEHALF OF ANNUAL
GENERAL MEETING OF
SHAREHOLDERS 2025

CHAIRMAN OF THE CONGRESS



Bui Quang Bach