



MEETING MINUTES
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
SAO MAI GROUP CORPORATION

At 08:30 AM on April 23, 2025, the 2025 Annual General Meeting of Shareholders (AGM) of Sao Mai Group Corporation was convened at Lamori Thanh Hoa Resort, Quyet Tam Hamlet, Tho Lam Commune, Tho Xuan District, Thanh Hoa Province, Vietnam.

A. PURPOSE OF THE MEETING

Approval of the following matters:

1. Report of the Board of Directors on governance and performance in 2024 and the strategic directions for 2025.
2. Report of the Management Board on business performance in 2024 and the business plan for 2025.
3. Report of the Supervisory Board on operations in 2024 and directions and strategic tasks for 2025.
4. Approval of the audited financial statements for 2024.
5. Approval of the profit distribution plan and dividend payment for 2024.
6. Approval of the 2025 business plan.
7. Approval the authorization for the Board of Directors to decide on major investment projects and asset transactions.
8. Approval the authorization for the Board of Directors to select the independent auditor for the 2025 financial statements.
9. Approval of the remuneration for the Board of Directors and the Supervisory Board for 2024 and the proposed remuneration for 2025.
10. Approval of loans from credit institutions.
11. Approval of transactions with related parties.
12. Approval of the authorization for the Board of Directors to take necessary actions to implement the resolutions of the General Meeting of Shareholders.

B. PARTICIPANTS

- A total of shareholders, holding shares, representing% of charter capital, were present (including shareholders attending in person and shareholders attending by proxy).

C. MEETING AGENDA

I. Opening of the Meeting

1. Opening Speech

- **Mr. Nguyen Van Hung**, Vice Chairman of the Board of Directors, delivered the opening speech.

2. Approval of the Meeting Presidium and Secretariat

- The AGM approved the list of the Presidium members:

- Mr/Mrs Position :
- Mr/Mrs Position :
- Mr/Mrs Position :
- Mr/Mrs Position :
- Mr/Mrs Position :

- Secretariat members appointed by the Presidium:

- Mr Nguyen Chi Long Position : Head of Secretariat.
- Mr/Mrs Position : Member

II. Reports Presented by the Presidium

1. Report on corporate governance and performance in 2024 and strategic directions and tasks for 2025, presented by Ms. Nguyen Thi Hong Loan, Independent Board Member.
2. Report on business performance in 2024 and 2025 business plan, presented by Mr. Le Tuan Anh, General director
3. Report on the activities of the Supervisory Board in 2024 and its strategic direction for 2025, presented by Mr. Nguyen Van Ky, Head of the Supervisory Board.
4. Submission of key proposals for AGM approval, presented by Mr. Truong Vinh Thanh, Deputy General director.

4.1 Approval of the Board of Directors' report on performance in 2024 and the operational directions for 2025.

4.2 Approval of the Management Board's report on business performance in 2024 and the business plan for 2025.

4.3 Approval of the Supervisory Board's report on activities in 2024 and the directions and tasks for 2025.

4.4 Approval of the audited financial statements for 2024.

4.5 Approval of the profit distribution plan and dividend payment for 2024.

4.6 Approval of the business plan for 2025.

4.7 Approval of the authorization for the Board of Directors to decide on major investment projects or asset transactions.

4.8 Approval of the authorization for the Board of Directors to select the auditing firm for the 2025 financial statements.

4.9 Approval of remuneration payments for the Board of Directors and the Supervisory Board in 2024, and the proposed remuneration levels for 2025.

4.10 Approval of loans from credit institutions.

4.11 Approval of transactions with related parties.

4.12 Approval of the authorization for the Board of Directors to take necessary actions to implement the resolutions of the General Meeting of Shareholders.

III. Shareholder Discussions and Q&A

During the discussion session, **shareholders** raised questions, which were addressed by the Presidium.

IV. Voting Results and Approval of Resolutions

1. Report of the Board of Directors on governance and performance in 2024 and the strategic directions for 2025.

❖ Voting Results::

Agree	:
Disagree	:
No Opinion	:

2. Report of the Executive Board on business performance in 2024 and the business plan for 2025.

❖ Voting Results::

Agree	:
Disagree	:
No Opinion	:

3. Report of the Supervisory Board on operations in 2024 and strategic directions and tasks for 2025.

❖ Voting Results::

Agree	:
Disagree	:
No Opinion	:

4. Approval of the audited financial statements for 2024.

❖ Voting Results::

Agree	:
Disagree	:
No Opinion	:

5. Approval of the profit distribution plan and dividend payment for 2024.
❖ Voting Results::
Agree :
Disagre :
No Opinion :
6. Approval of the 2025 business plan.
❖ Voting Results::
Agree :
Disagre :
No Opinion :
7. Authorization for the Board of Directors to decide on major investment projects and asset transactions.
❖ Voting Results::
Agree :
Disagre :
No Opinion :
8. Authorization for the Board of Directors to select the independent auditor for the 2025 financial statements.
❖ Voting Results::
Agree :
Disagre :
No Opinion :
9. Approval of the remuneration for the Board of Directors and the Supervisory Board for 2024 and the proposed remuneration for 2025.
❖ Voting Results::
Agree :
Disagre :
No Opinion :
10. Approval of loans from credit institutions.
❖ Voting Results::
Agree :
Disagre :
No Opinion :
11. Approval of transactions with related parties.
❖ Voting Results::
Agree :
Disagre :
No Opinion :

12. Approval of Authorization for the Board of Directors to Implement AGM Resolutions.

❖ Voting Results::

Agree	:
Disagre	:
No Opinion	:

CONCLUSION

The above resolutions were approved at the 2025 Annual General Meeting of Shareholders of Sao Mai Group Corporation.

This meeting minutes document was prepared and approved before the meeting adjourned at on **April 23, 2025**.

ON BEHALF OF THE SECRETARIAT

Head of Secretariat

ON BEHALF OF THE PRESIDIUM

Chairman of the Meeting

Nguyen Chi Long

Le Van Thanh