

Mẫu CBTT/SGDHCM-02

Appendix CBTT/SGDHCM-02

(Ban hành kèm theo Quyết định số 340/QĐ-SGDHCM ngày 19 tháng 08 năm 2016 của
TGD SGDCK TPHCM về Quy chế Công bố thông tin tại SGDCK TPHCM)
(Promulgated with the Decision No 340/QĐ-SGDHCM on August 19, 2016 of the Hochiminh Stock
Exchange on Disclosure of Information Regulation on Hochiminh Stock Exchange)

**CÔNG TY CỔ PHẦN
SONADEZI CHÂU ĐỨC**

**SONADEZI CHAU DUC
SHAREHOLDING COMPANY**

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

**Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Số/No.: 461.2025/SZC-KHTH

Châu Đức, ngày 28 tháng 3 năm 2025
Chau Duc, day month year

**CÔNG BỐ THÔNG TIN
TRÊN CÔNG THÔNG TIN ĐIỆN TỬ
CỦA ỦY BAN CHỨNG KHOÁN NHÀ
NƯỚC VÀ SGDCK TP.HCM**

**DISCLOSURE OF INFORMATION ON
THE STATE SECURITIES
COMMISSION'S PORTAL AND
HOCHIMINH STOCK EXCHANGE'S
PORTAL**



Kính gửi/ To:

- Ủy ban Chứng khoán Nhà nước/ The State Securities Commission
- Sở Giao dịch chứng khoán TP.HCM/ Hochiminh Stock Exchange

- Tên tổ chức / Organization name: CÔNG TY CP SONADEZI CHÂU ĐỨC/ SONADEZI CHAU DUC SHAREHOLDING COMPANY
- Mã chứng khoán/ Securities Symbol: SZC
- Địa chỉ trụ sở chính/ Address: Tầng 9, Cao ốc Sonadezi, Số 1, Đường 1, KCN Biên Hòa 1, phường An Bình, thành phố Biên Hòa, tỉnh Đồng Nai/ 9th Floor, Sonadezi Building, No. 01, Street 01, Bien Hoa 01 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province
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Chức vụ/ Position: Phó Tổng Giám đốc/ Deputy General Director

Loại thông tin công bố: ☒ định kỳ ☐ bất thường ☐ 24h ☐ theo yêu cầu

Information disclosure type: ☒ Periodic ☐ Irregular ☐ 24 hours ☐ On demand

Nội dung thông tin công bố/ Content of Information disclosure:

Báo cáo thường niên năm 2024 của Công ty CP Sonadezi Châu Đức/ 2024 Annual Report of Sonadezi Chau Duc Shareholding Company.

Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày .../.../2025, tại đường dẫn: <http://www.sonadezichauduc.com.vn>

This information was disclosed on Company/Fund's Portal on date .../.../..... Available at: <http://www.sonadezichauduc.com.vn>

Tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

I declare that all information provided in this paper is true and accurate; I shall be legally responsible for any misrepresentation.

Tài liệu đính kèm/

Attachment:

- Tài liệu liên quan đến việc CBTT / Documents related to the disclosure

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật/Người UQ CBTT

Legal representative/Party authorized to disclose information

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)

PHÓ TỔNG GIÁM ĐỐC/

DEPUTY GENERAL DIRECTOR



Nguyễn Minh Tân





SONADEZI
CHAUDUC
MEMBER OF SONADEZI

CONNECTING SUCCESS SHARING VALUE



2024 ANNUAL REPORT

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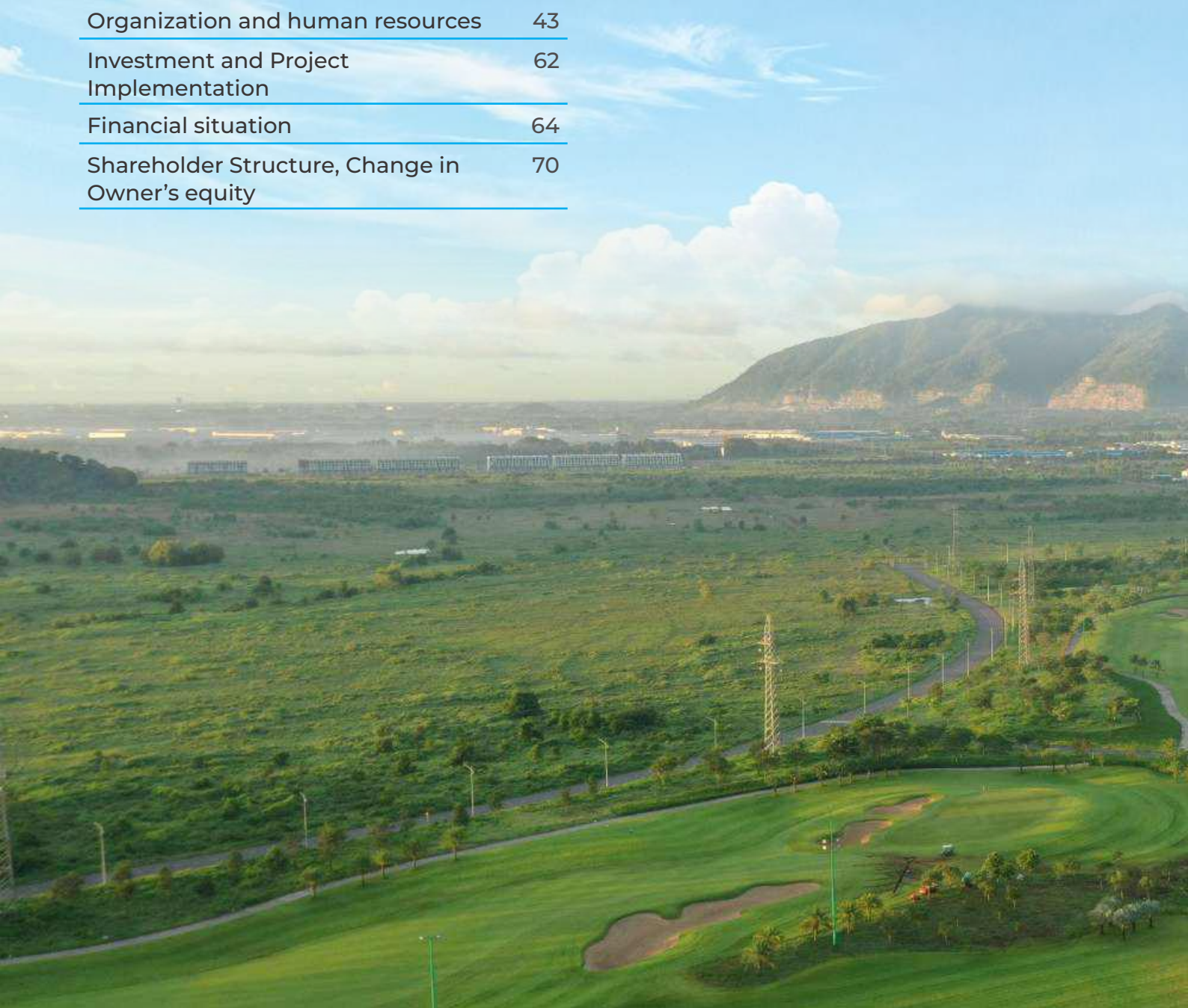


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SUSTAINABLE DEVELOPMENT

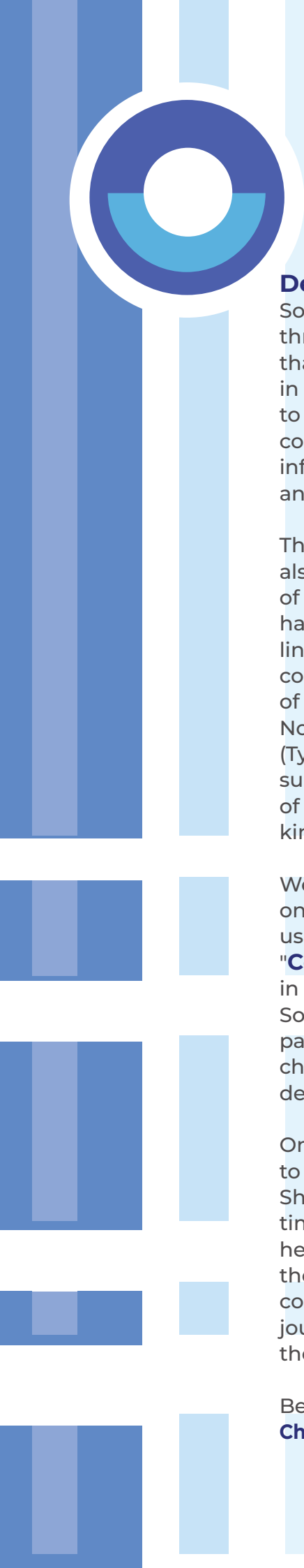
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LIST OF ABBREVIATIONS

1	BOD	Board of Directors
2	BOM	Board of Management
3	BOS	Board of Supervisors
4	ROA	Return on Assests
5	ROE	Return on Equity
6	ROS	Return on Sales
7	JSC	Joint Stock Company/Shareholding Company
8	SSC	State Securities Commission of Vietnam
9	VND	Vietnamese Dong
10	HOSE	HoChiMinh Stock Exchange
11	SZC	Sonadezi Chau Duc Shareholding Company
12	FDI	Foreign direct investment
13	GDP	Gross Domestic Product
14	IP	Industrial park
15	Co. Ltd.	Limited Company
16	RA	Residential Area





MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Partners, Shareholders, Customers, and all Employees,
Sonadezi Chau Duc has celebrated its 18th anniversary with a journey through 2024 filled with challenges, but also opening up opportunities that the company has seized and overcome with experience and resilience in the industrial and residential real estate sector in Vietnam. Thanks to the continuous efforts of our entire team over the past year, we have continued to enhance the quality of our projects, invest in upgrading infrastructure, and meet the needs of all stakeholders, attracting more FDI and expanding our pool of potential customers.

The Company not only focuses on strengthening business operations but also strives to provide greater value to the community. Over the 18 years of establishment, construction, and development, Sonadezi Chau Duc has steadfastly adhered to the principle that success in business is always linked to positive, sustainable values for customers, the local area, and the community. From contributing to the Fund for the Poor, supporting victims of Agent Orange, helping impoverished patients, to supporting people in Northern Vietnam in overcoming the damage caused by Typhoon No. 3 (Typhoon Yagi) in 2024, to the implementation of our company's projects such as: social housing construction (Phase I - 210 units), the development of community social works: commercial centers, cultural houses, and kindergartens...

We understand that our Partners, Shareholders, and Customers are not only our companions on this journey but also a great motivation for us to continue developing without ceasing. This year, with the motto "**Connecting Success, Sharing Values**", we commit to always acting in the best interests of you and all Company employees. The success of Sonadezi Chau Duc today is the result of sustainable cooperation with partners, the support and trust of customers and shareholders when choosing SZC as an investment destination, and above all, the continuous dedication of our employees.

On behalf of Sonadezi Chau Duc Shareholding Company, I would like to express my sincere gratitude to our valued Customers, Partners, and Shareholders for always accompanying and supporting us in the past time. On behalf of the Board of Directors, I would like to extend my heartfelt thanks to all Sonadezi Chau Duc employees for always striving their best, contributing time and effort to the company's success. Your companionship, trust, and support are a great motivation for us on the journey ahead, so that we can continue to develop and succeed more in the future.

Best Regards,
Chairman of the Board of Directors, Sonadezi Chau Duc Shareholding Company



**CONNECTING
SUCCESS
SHARING
VALUE**



GENERAL INFORMATION

COMPANY'S OVERVIEW

BUSINESS LINES AND LOCATION

**GOVERNANCE MODEL, BUSINESS ORGANIZATION AND
MANAGEMENT**

DEVELOPMENT ORIENTATION

RISK FACTORS

CÔNG TY CỔ PHẦN SONADEZI CHÂU ĐỨC



SONADEZI
CHÂU ĐỨC
MEMBER OF SONADEZI



COMPANY'S OVERVIEW

Company Name:	SONADEZI CHAU DUC SHAREHOLDING COMPANY
English Name:	SONADEZI CHAU DUC SHAREHOLDING COMPANY
Securities code:	SZC
Business Registration Certificate No.:	3600899948 (issued by the Department of Planning and Investment of Dong Nai Province, 13th amended registration dated May 4, 2024)
Address:	9th Floor, Sonadezi Building, No. 01, Street 01, Bien Hoa 01 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province



COMPANY'S OVERVIEW

Telephone:	0251 8860 788
Fax:	0251 8860 783
Website:	www.sonadezichauduc.com.vn
Email:	chauduc@sonadezichauduc.com.vn
Charter Capital:	VND 1,799,858,630,000
Owner's capital:	VND 3,105,551,065,785



FORMATION AND DEVELOPMENT PROCESS

2007

June 26, 2007: Established the Company with the initial name Sonadezi Infrastructure Development Shareholding Company.

September 15, 2007: Increased charter capital and changed the name to Sonadezi Chau Duc Shareholding Company.

NOVEMBER

November 2008: Completed construction and officially put the Chau Duc Urban Industrial Park Office in Huu Phuoc hamlet, Suoi Nghe commune, Chau Duc district into operation.

2008

QUARTER IV

Q4/2010: Completed investment and put into operation 2 toll stations of the BOT Project 768 on Dong Khoi road and Thien Tan Waterworks Plant road.

2010

2012

January 2012: Opened the Main Office at 9th Floor, Sonadezi Building, No. 01, Street 01, Bien Hoa 1 Industrial Park, Dong Nai.
February 2012: Inaugurated Sonadezi Sports Service Area (Golf Course) with a scale of 4.4 hectares within the campus of Sonadezi College of Technology and Management, Bien Hoa 2 Industrial Park, Dong Nai.
February 2012: Commenced construction of technical infrastructure of Chau Duc Urban Industrial Park in Huu Phuoc hamlet, Suoi Nghe commune, Chau Duc district, Ba Ria - Vung Tau.

2013

JUNE

June 2013: Established Chau Duc Industrial Park - Urban Area Branch, Ba Ria - Vung Tau Province.

FORMATION AND DEVELOPMENT PROCESS

2014**DECEMBER**

December 2014: Successfully issued private placement shares and increased the Company's charter capital from seven hundred billion VND to one thousand billion VND.

DECEMBER

December 2015: Completed investment and put into operation the next 2 toll stations of the BOT Project 768.

2015**2016****AUGUST**

Completed the construction and put into operation of Module 01 - Capacity 4,000 m³/day and night, Wastewater Treatment Plant No. 02 - Phase 01 with a capacity of 500 m³/day and night, which was granted Wastewater Discharge Permit No. 20/GP.UBND dated August 11, 2016 by the People's Committee of Ba Ria - Vung Tau Province.

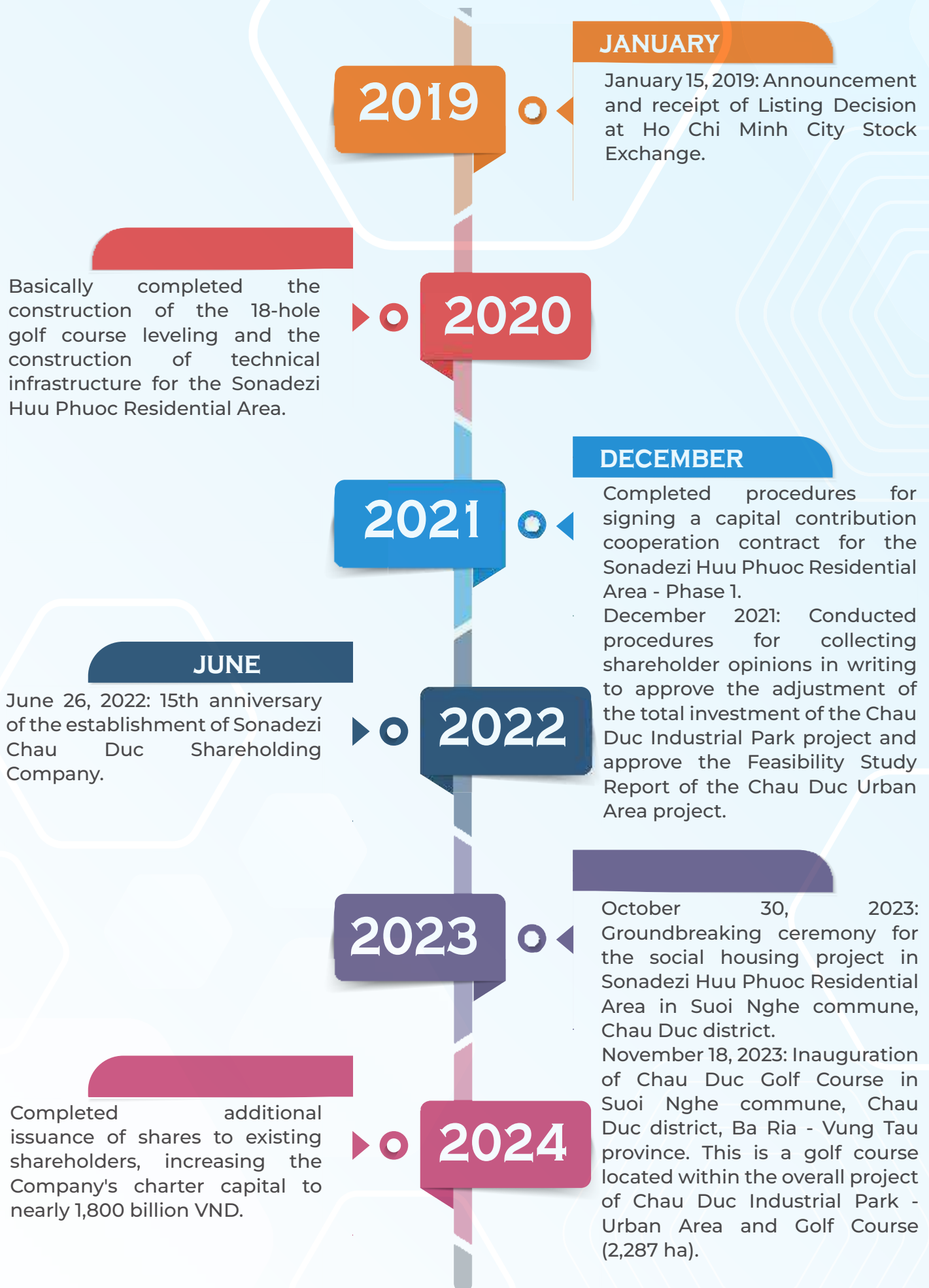
2017

Implemented the completion of the Industrial Park phase I infrastructure to serve customers leasing land in the Industrial Park.

2018**JANUARY**

January 30, 2018: Groundbreaking ceremony for the Chau Duc Golf Course project.

FORMATION AND DEVELOPMENT PROCESS



OUTSTANDING AWARDS IN 2024



**TOP 20 FAMOUS BRANDS IN VIETNAM
IN THE REAL ESTATE - CONSTRUCTION -
CONSTRUCTION MATERIALS INDUSTRY**



**TOP 50 BEST LISTED COMPANIES IN
VIETNAM 2024**



According to the Program Organizing Committee, in this year's Top 20 Famous Brands in Vietnam, Sonadezi Chau Duc is a leading brand in the industrial real estate sector, constantly improving its competitiveness, applying new technologies, and investing in and operating environmentally friendly projects.

In this year's list of the 50 best listed companies in Vietnam, Sonadezi Chau Duc Shareholding Company (Hose: SZC) is one of the few representatives of the real estate industry in both industrial and civil sectors. SZC has a market capitalization of VND 7,649 billion. In 2023, the company achieved revenue of VND 817.9 billion and profit of VND 218.9 billion.

BUSINESS LINES

Sonadezi Chau Duc Shareholding Company operates in the following fields:

- Urban, industrial park, residential area, and golf course development investment
- Infrastructure construction business
- Real estate trading, brokerage, transfer, lease, lease-purchase, real estate valuation, real estate consulting, real estate advertising, real estate management, real estate exchange
- Road toll collection

No.	Industry Code	Industry Name
1	2392	Manufacture of building materials from clay (not operating at the headquarters)
2	0810	Mining of stone, sand, gravel, and clay (sand mining operations outside the province)
3	5210	Warehousing and storage of goods
4	5510	Short-term accommodation services Details: Hotel business (not operating at the headquarters). - Exclusion: Travel agency Services
5	5610	Restaurants and mobile food services (excluding bars, nightclubs, karaoke rooms, and accompanying services) (only operating with competent authority approval for the location and fulfillment of business conditions as prescribed by law) (specifically for alcohol and tobacco businesses, Operations are only permitted when meeting legal business requirements and conforming to planning regulations)
6	5629	Other food services (only operating with fulfillment of business conditions as prescribed by law)
7	5630	Beverage Services (excluding bars, nightclubs, karaoke rooms, and accompanying services) (only operating with competent authority approval for the location and fulfillment of business conditions as prescribed by law) (specifically for alcohol and tobacco businesses, Operations are only permitted when meeting legal business requirements and conforming to planning regulations)
8	3600	Water exploitation, treatment, and supply (only operating when meeting conditions as prescribed by law)
9	3700	Drainage and wastewater treatment (only operating when meeting conditions as prescribed by law, not operating at the headquarters)
10	3811	Collection of non-hazardous waste (only operating when meeting conditions as prescribed by law, not operating at the headquarters) - Exclusion: Direct garbage collection from households

BUSINESS LINES

No.	Industry Code	Industry Name
11	3812	Hazardous waste collection (only operating when meeting conditions as prescribed by law, not operating at the headquarters) - Exclusion: Direct garbage collection from households
12	3821	Treatment and disposal of non-hazardous waste (only operating when meeting conditions as prescribed by law, not operating at the headquarters)
13	3822	Treatment and disposal of hazardous waste (only operating when meeting conditions as prescribed by law, not operating at the headquarters)
14	3900	Pollution treatment and other waste management operations
15	4312	Site preparation - Exclusion: Blasting Services
16	4321	Electrical system installation (excluding electroplating; mechanical processing)
17	4329	Other building system installation (excluding electroplating; mechanical processing)
18	4330	Construction finishing
19	4390	Other specialized construction Operations
20	8230	Trade introduction and promotion organization (only operating with fulfillment of business conditions as prescribed by law)
21	8299	Other unclassified business support services Details: Other unclassified business support operations (only operating with fulfillment of business conditions as prescribed by law) - Exclusions: Export rights, import rights, distribution rights: Tobacco and cigars, books, newspapers and magazines, recorded items, precious metals and gemstones, pharmaceuticals, explosives, crude oil and refined oil, rice, cane sugar and beet sugar
22	8551	Sports Education and Recreation
23	9311	Operations of sports facilities (not operating at the registered office)
24	9312	Operations of sports clubs
25	9319	Other sports operations
26	6810 (Main)	Real estate business, land use rights of the owner, user or lessee (only operates when fully satisfying business conditions as prescribed by law and in accordance with Article 10 of the Real Estate Business Law No. 29/2023/QH15 dated November 28, 2023) - Exclusions: Investment in construction of cemetery infrastructure for transfer of land use rights attached to infrastructure

BUSINESS LINES

No.	Industry Code	Industry Name
27	6820	Real estate consulting, brokerage, auction, land use rights auction Details: Real estate brokerage, real estate consulting, real estate advertising, real estate management, real estate trading floors (only operates when fully satisfying business conditions as prescribed by law) - Exclusions: Asset auction services.
28	7110	Architectural activities and related technical consulting Details: - Surveying, topographic mapping, geological drilling. - Consulting on design, planning, investment project formulation. - Consulting on project management, supervision, appraisal, and inspection of civil, industrial, transportation, and technical infrastructure construction works. (only operates when fully satisfying business conditions as prescribed by law)
29	7120	Technical testing and analysis - Exclusions: Inspection (testing) services and certification issuance for means of transport (including the overall system, equipment, and components of the vehicle); inspection and certification services for technical safety and environmental protection for specialized vehicles, equipment, containers, and dangerous goods packaging equipment used in transportation; inspection and certification services for technical safety and environmental protection for exploration, exploitation, and transportation vehicles and equipment for oil and gas at sea; occupational safety technical inspection services for machinery and equipment with strict safety requirements installed on means of transport and exploration, exploitation, and transportation vehicles and equipment for oil and gas at sea; fishing vessel registration services
30	7310	Advertising (only operates when fully satisfying business conditions as prescribed by law) - Exclusions: Tobacco advertising
31	7490	Other professional, scientific and technological activities not classified Details: Environmental consulting services.
32	7721	Rental of sports and entertainment equipment
33	4322	Installation of water supply and drainage systems, heating and air conditioning systems (excluding electroplating; mechanical processing)
34	2395	Production of concrete and concrete products, cement and gypsum (not operating at the registered office)
35	5221	Services auxiliary to rail transport

BUSINESS LINES

No.	Industry Code	Industry Name
36	5225	Services auxiliary to road transport Details: Services auxiliary to road transport (only operates when fully satisfying business conditions as prescribed by law)
37	5621	Providing non-regular contractual food services to customers (operates only when fully compliant with business regulations stipulated by law)
38	7730	Leasing machinery, equipment, and other tangible assets without operators Details: Leasing construction machinery and equipment.
39	4101	Construction of residential buildings
40	4102	Construction of non-residential buildings
41	4211	Construction of railway works
42	4212	Construction of roadway works
43	4221	Construction of electrical works - Exclusion: Construction and operation of Multi-purpose Hydropower Plants and Nuclear Power Plants of significant socio-economic importance, which are state-monopolized commercial activities
44	4222	Construction of water supply and drainage works
45	4223	Construction of telecommunications and information technology works
46	4229	Construction of other public utility works - Exclusion: Construction and operation of Multi-purpose Hydropower and Nuclear Power Plants of significant socio-economic importance
47	4291	Construction of hydraulic works - Exclusion: Construction and operation of Multi-purpose Hydropower Plants and Nuclear Power Plants of significant socio-economic importance, which are state-monopolized commercial activities
48	4292	Construction of mining works
49	4293	Construction of processing and manufacturing works
50	4229	Construction of other civil engineering works - Exclusion: Construction and operation of Multi-purpose Hydropower and Nuclear Power Plants of significant socio-economic importance

BUSINESS LOCATION



Dong Nai Province:

Implementing BOT Project 768 in Bien Hoa City and Vinh Cuu district

Ba Ria - Vung Tau Province:

Implementing the Chau Duc Industrial Park - Urban Area and Golf Course project with a scale of 2,287 ha.





2024



GOVERNANCE MODEL, BUSINESS ORGANIZATION AND MANAGEMENT

CORPORATE GOVERNANCE MODEL

The Company is organized according to the Shareholding Company model, headed by the General Meeting of Shareholders. The Company has a Board of Supervisors, a Board of Directors, and an Internal Audit Department. The Board of Management includes the General Director and Deputy General Directors.

GENERAL MEETING OF SHAREHOLDERS

The General Meeting of Shareholders is the highest decision-making body of the Company according to the Enterprise Law and the Company's Charter. The Annual General Meeting of Shareholders is held once a year as prescribed by the Law on Enterprises.

BOARD OF SUPERVISORS

The Board of Supervisors is an agency directly under the General Meeting of Shareholders and is elected by the General Meeting of Shareholders. The role of the Board of Supervisors is to ensure the rights of shareholders and supervise the Company's activities. The Company's current Board of Supervisors consists of three (03) members operating independently of the Board of Directors and the Company's Board of Management.

INTERNAL AUDIT DEPARTMENT

The Internal Audit Department is a unit directly under the Board of Directors, performing the task of internal audit at the unit with the powers and obligations specified in Decree No. 05/2019/ND-CP dated January 22, 2019, and the Operating Regulations of the Internal Audit Department of Sonadezi Chau Duc Shareholding Company.

BOARD OF DIRECTORS

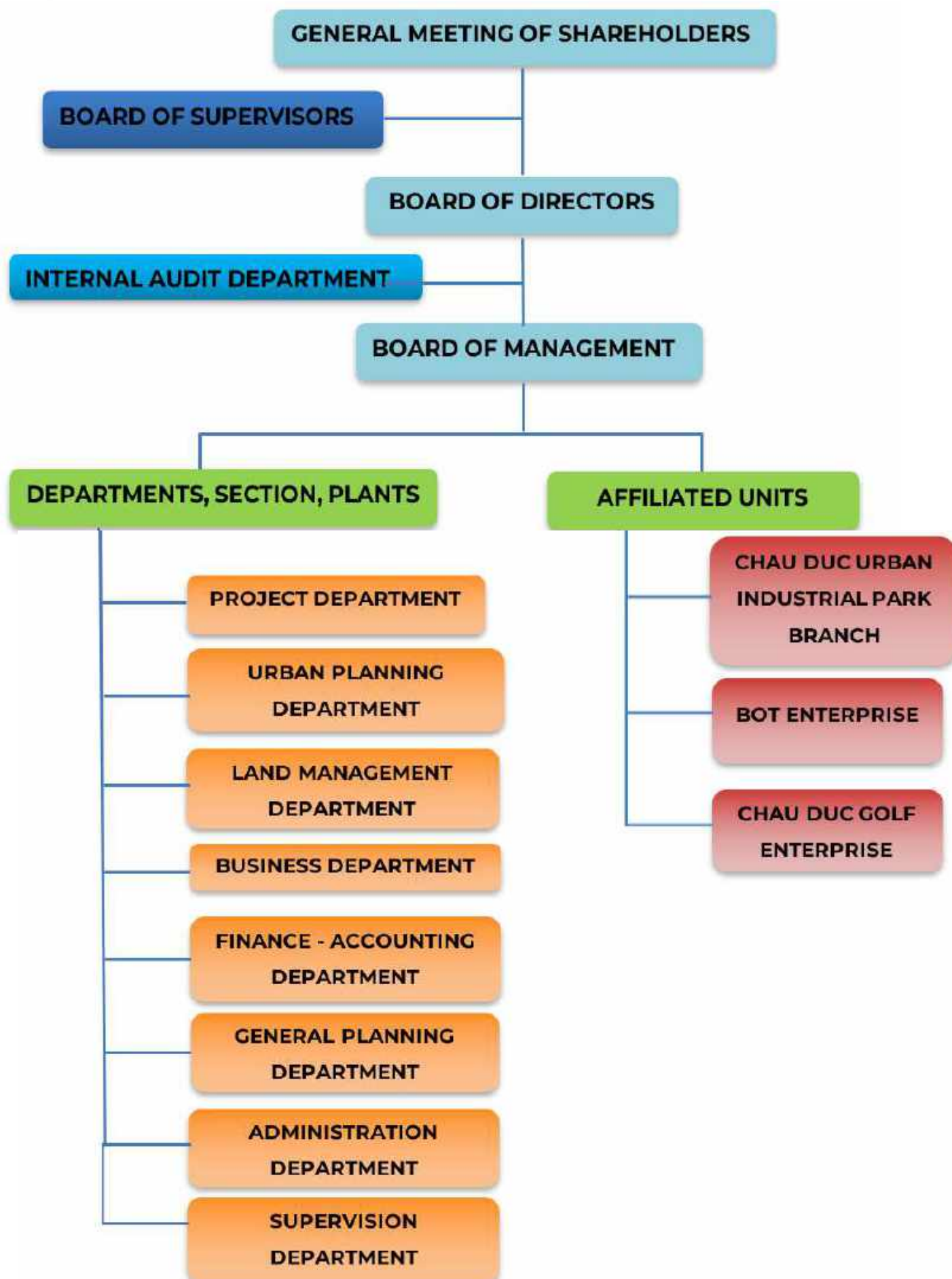
The Board of Directors is the management body of the Company, having full authority to act on behalf of the Company to decide on matters related to the Company's objectives and interests, except for matters under the authority of the General Meeting of Shareholders. The Company's current Board of Directors has seven (07) members.

BOARD OF MANAGEMENT

The Company's Board of Management structure has four (04) people, including: one (01) General Director; three (03) Deputy General Directors. The General Director manages the Company's daily operations and is responsible to the Board of Directors and before the law for the exercise of his/her rights and obligations.

GOVERNANCE MODEL, BUSINESS ORGANIZATION AND MANAGEMENT

BUSINESS ORGANIZATION



GOVERNANCE MODEL, BUSINESS ORGANIZATION AND MANAGEMENT

SUBSIDIARIES AND AFFILIATES

As of December 31, 2024, Sonadezi Chau Duc Shareholding Company had no subsidiaries or associated companies, and the company has 3 directly affiliated branches.



BOT ENTERPRISE - SONADEZI CHAU DUC SHAREHOLDING COMPANY BRANCH

Address: 9th Floor, Sonadezi Building,
No. 01, Street 01, Bien Hoa
01 Industrial Park, An Binh
Ward, Bien Hoa City, Dong Nai
Province

Main business lines: Collecting road tolls for BOT projects

SONADEZI CHAU DUC SHAREHOLDING COMPANY BRANCH - CHAU DUC GOLF ENTERPRISE

Address: Chau Duc Golf Course,
Chau Duc Industrial
Park - Urban Area,
Road D.02, Huu Phuoc
hamlet, Suoi Nghe
commune, Chau Duc
district, Ba Ria - Vung
Tau province

Main business lines: Golf service business



CHAU DUC URBAN INDUSTRIAL PARK BRANCH

Address: Hoi Bai - Chau Pha - Da Bac
Road, Huu Phuoc hamlet,
Suoi Nghe commune, Chau
Duc district, Ba Ria - Vung
Tau province

Main business lines: Industrial park land leasing
and real estate business





SONADEZI
CHAU DUC
MEMBER OF SONADEZI



DEVELOPMENT ORIENTATION

MISSION



Sonadezi Chau Duc has been and is building a comprehensive industrial park - urban area project that brings many utilities and diverse opportunities for both investors and visitors here. Fields from urban areas to industrial production areas, service business areas, and entertainment areas. This project not only focuses on attracting investment but also creates a modern and sustainable urban living environment. Modern and effective urban management is an important part of the Sonadezi complex strategy. A tight management organization system helps ensure sustainable development, good management of resources, and flexible response to challenges in the development process.

VISION



The mission and strategy of Sonadezi Chau Duc do not just stop at building an industrial urban area but also set a major goal of constructing and developing a large land area of 2,287 hectares in Ba Ria - Vung Tau province, becoming a multifunctional complex, including: industry - urban area - golf course, creating the most dynamic and modern space. This will be a "gateway to world trade", this mission is not only strategic in economic terms but also contributes to the overall and sustainable development of the Southern key economic region.



DEVELOPMENT ORIENTATION

CORE VALUES



- Develop on the basis of harmonizing the interests of stakeholders.
- Understanding the importance of employees in all business operations, Sonadezi Chau Duc Shareholding Company always ensures that Company personnel are free to create and affirm their self-worth, bringing many opportunities for career advancement and always striving to bring efficiency with current resources.
- Create a modern, fully-equipped investment and living environment for many social groups.

MAIN GOALS OF THE COMPANY

- Invest in completing the technical infrastructure of the Chau Duc Urban Industrial Park project.
- Implement industrial real estate business (land lease, factory lease), civil real estate (Sonadezi Huu Phuoc Residential Area, Chau Duc Urban Area) and Chau Duc golf course.
- Complete synchronous and modern technical infrastructure, fully meeting the requirements of Investors and becoming one of the bright spots to attract investment in the Southern Key Economic Region to connect with global trade.
- Achieve production and business results according to the plan approved by the General Meeting of Shareholders.



DEVELOPMENT ORIENTATION

MID AND LONG-TERM DEVELOPMENT STRATEGY



Linkage and joint venture with domestic and foreign partners with financial capacity, long-term experience in developing and doing real estate business to develop urban areas, tourist areas, golf courses... professionally and effectively.

Develop a network of member companies to specialize in managing service segments such as civil real estate business, electricity, water, environment, information technology, tourism, education, industrial park infrastructure services...



Take advantage and promote the management advantages, financial potential, experience, and brand of Sonadezi Corporation in the field of industrial real estate to consolidate and develop the brand as well as create differentiation and competitive advantages.

Develop human resources and improve the corporate management system towards sustainable development.

DEVELOPMENT ORIENTATION

SUSTAINABLE DEVELOPMENT GOALS (ENVIRONMENTAL, SOCIAL, AND COMMUNITY) AND KEY PROGRAMS RELATED TO THE COMPANY'S SHORT-TERM AND MEDIUM-TERM GOALS.

Focus on sustainable business development in conjunction with environmentally friendly policies, social responsibility, community, and gender equality.



governance

Commitment to environmental protection, investing in the construction of environmental protection works such as wastewater treatment plants, solid waste collection systems, planting trees in Chau Duc Industrial Park, and conducting periodic environmental monitoring reported twice a year.



environment

The Company focuses on implementing social and charitable activities and community relations, especially in the areas where projects are being implemented, namely Chau Duc district, Phu My town of Ba Ria - Vung Tau province; Bien Hoa city, Vinh Cuu district of Dong Nai province.



social



RISK FACTORS



ECONOMIC RISKS

Looking back at the macroeconomic picture of 2024, the world has experienced many fluctuations that have caused the world economy to stall. This has significantly affected the business of many industries, including the real estate - industrial park industry. However, the Vietnamese government is actively supporting businesses by developing infrastructure and offering preferential policies to attract investment, increasing the demand for production space, warehouses, causing the demand for real estate to recover and grow.

According to the World Economic Outlook report released by the International Monetary Fund (IMF), global GDP in 2024 reached 3.2% and is expected to maintain this level in 2025, with clear differences between regions due to fundamental factors such as population aging and declining labor productivity. Escalating geopolitical conflicts along with changes in free trade policies after the US presidential election are creating significant challenges for the global economy and seriously affecting FDI inflows in many countries.

In Vietnam, despite facing many challenges, the economy still recorded positive signals. According to the General Statistics Office, GDP for the whole year of 2024 is estimated to increase by 7.09%, along with FDI reaching 25.35 billion USD, an increase of 9.4% compared to the previous year - the highest level since 2020. This is achieved thanks to the attraction of many new investment projects and capital expansion in fields such as semiconductors, component manufacturing, etc. This sector has a great demand for industrial park land with modern electricity, water, and waste treatment infrastructure, important strategic location, and convenient transportation connecting domestically and internationally, thereby attracting capital not only to develop the semiconductor component sector but also to elevate the real estate industry.



RISK FACTORS

ECONOMIC RISKS



However, although the government has flexible management policies to control inflation and keep public debt at a safe level, there are still some limitations, especially the disbursement of public investment capital is slower than planned. This directly affects the implementation progress of important infrastructure projects such as Bien Hoa - Vung Tau Expressway, Belt Road 4, Long Thanh Airport,... affecting the spread of domestic investment capital flows.

In Ba Ria - Vung Tau province, the locality continues to affirm its role as one of the leading investment destinations in Vietnam. According to the Ministry of Planning and Investment, by the end of 2024, the province had attracted 586 FDI projects with a total registered capital of more than 36 billion USD, with an average of about 61 million USD per project. In the 12 months of 2024 alone, the province was in the top 10 provinces and cities attracting foreign investment, with 1,712.2 million USD, equivalent to 36 newly licensed projects.

In that context, Chau Duc Industrial Park is one of the biggest beneficiaries of this FDI wave thanks to the advantage of a large land fund of 2,287 ha. In 2024, the company attracted FDI investment of approximately 383.32 million USD into the Chau Duc Industrial Park, marking a strong expansion and long-term development potential. To achieve the above results in the face of economic challenges, the Company's leadership has implemented a flexible and effective economic strategy. Actively monitor and continuously update economic developments to promptly adjust strategies and optimize business value. At the same time, propose flexible and appropriate solutions to improve business efficiency, ensuring that the Company not only adapts but also takes advantage of opportunities in the context of economic volatility.

RISK FACTORS



LEGAL RISK

Sonadezi Chau Duc Shareholding Company is a real estate enterprise operating in Vietnam under the joint stock company model and is listed on the Ho Chi Minh City Stock Exchange (HOSE). Therefore, the Company is subject to many legal regulations, including the Enterprise Law 2020, the Securities Law 2019, the Tax Administration Law 2019, The Law on Amendments and Supplements to the Laws... In addition, with its main business being real estate, the Company is also affected by related legal documents such as the Investment Law 2020, the Real Estate Business Law 2023, the Land Law 2024, the Housing Law 2023,... This requires the Company to coordinate the laws to operate in accordance with the law, fully meeting the regulations of the State. Before the changes, amendments, and supplements to the law continuously from the National Assembly, the Company always proactively updates and grasps new regulations, adjusts project development strategies to suit planning and regulations on land use, strengthens close cooperation with functional agencies and consulting units to ensure legal compliance, and at the same time maximizes the opportunities that the new law brings, such as land accumulation and investment attraction. Investing in a modern land management system, improving the capacity of the legal and operational team will help Sonadezi Chau Duc effectively adapt to changes, thereby maintaining a competitive advantage and sustainable development.

COMPETITION RISK



The Company's main business operations are in Ba Ria - Vung Tau province, one of the bright spots in attracting investment thanks to many outstanding advantages in terms of geographical location, infrastructure, and preferential policies. This is also a province located in the Southern key economic region, near Ho Chi Minh City - the largest economic center, creating favorable conditions for quick connection with domestic and foreign markets. Along with that, the transport infrastructure in Ba Ria - Vung Tau and Dong Nai province (with BOT Project 768) has been and continues to develop from roads, sea routes (Cai Mep - Thi Vai port cluster, the only port with direct routes to the European Union - EU and the US) and in the future is air routes (Long Thanh airport) creating favorable conditions for quick connection as well as access to more investors. In addition, abundant labor resources, open mechanisms and policies, and a stable investment environment have contributed to increasing the attractiveness of this place.

To compete with large industrial parks in Ho Chi Minh City or Binh Duong such as Thuan An, Song Than, Hiep Phuoc Industrial Parks,... Sonadezi Chau Duc's biggest advantage is to provide reasonable land lease prices, helping to attract investors, especially in light industry, high technology, and export manufacturing. This creates a premise for the Company to have a firm foothold in a competitive position, as well as to make investment to expand the project in the future.



RISK FACTORS



ENVIRONMENTAL RISK

Along with the development of the economy, protecting the living environment has become an indispensable factor. To protect the environment, the Company always focuses on ensuring that risks arise related to the environment, including incidents or potential risks that affect the environment during the Company's production and business operations. Some environmental risks that may arise in the Company's business operations include: emissions from industrial parks, domestic waste from urban areas, wastewater treatment incidents, broken water pipes or drainage pipes,... To minimize these risks, the Company always strictly complies with legal regulations on environmental protection, controls water and energy consumption, and manages waste effectively.



RISK



INTEREST RATE RISK



With the specific nature of business in the industrial park real estate sector, large-scale projects related to infrastructure, the Company always has a high demand for capital sources, and often has a need for financial support from banks and financial institutions. Fluctuations in interest rates will directly affect cash flow, therefore, for real estate businesses, interest rate risk is always a concern. In 2024, the State Bank of Vietnam maintained very good interest rates as most banks did not increase interest rates. This reflects caution in monetary policy management, in order to respond to economic fluctuations and promote credit growth. Specifically, the refinancing interest rate was kept at 4.5%/year, while the rediscount interest rate remained at 3.0%/year, which reduced pressure on loan interest payments, reduced financial costs during the year and created conditions for the Company to actively invest. In addition, taking advantage of short-term deposit interest rates being maintained by the State Bank around 4.48% to 4.87% helped the Company increase financial revenue by 2 times compared to 2023. Specifically, in 2024, the Company increased its short-term bank deposits by more than 600 billion VND with interest rates from 4.4% to 4.6%/year. However, with Donald Trump re-elected as US President and implementing policies to protect the US economy, the increase in the value of the USD may put pressure on exchange rates, leading to the risk of increased tension in the global interest rate environment in the future.

To limit this risk, the Company always closely monitors the interest rate situation and monetary policy from the State Bank of Vietnam to have timely response plans. So far, the Company has always maintained a good relationship with credit institutions, fully and promptly fulfilling financial commitments, thereby building a solid reputation in the market. At the same time, the Company has proactively hedged interest rate risk by using long-term loans with fixed interest rates, ensuring financial stability and protecting the business from fluctuations in the interest rate market.

RISK FACTORS

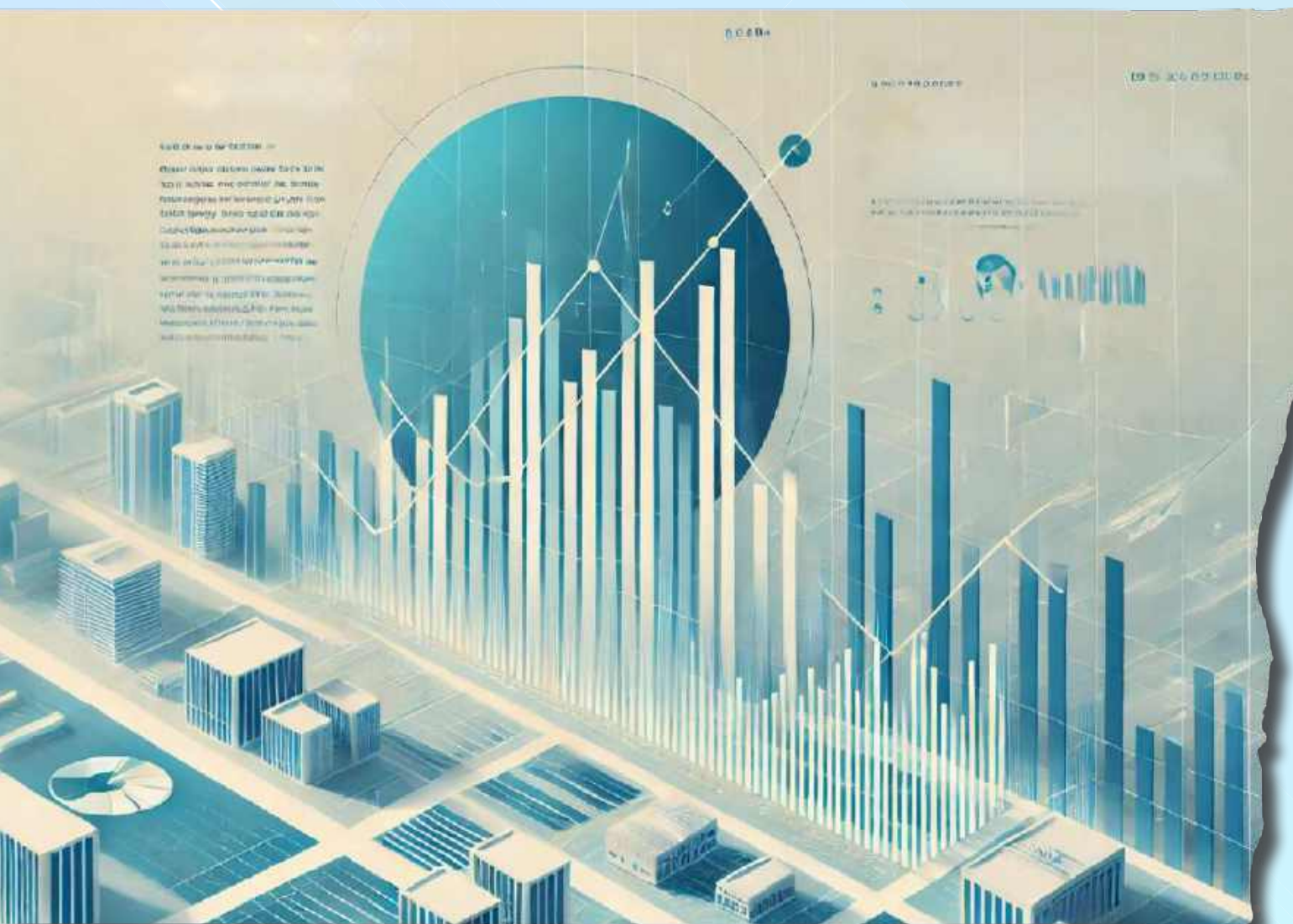


CREDIT RISK

Credit risk arises from activities such as financial investment, bank deposits, and customer receivables,... In which, receivables from customers potentially have a large risk because revenue has been recorded but has not actually been converted into cash flow, leading to the risk of prolonged bad debt and increasing over time.

To control this risk, the Company implements a policy of strictly managing receivables, including: Choosing to cooperate with financially strong partners to minimize the risk of insolvency, regularly monitoring and evaluating the debt status, promptly reminding and working with customers to ensure timely payment progress. At the same time, implementing flexible debt handling measures, including adjusting payment terms or applying debt collection measures for cases of breach of commitment. For bank deposits, the Company always prioritizes choosing reputable banks with strong financial potential and good liquidity to ensure asset safety and limit risks related to the financial market.

In addition, the Company also diversifies its deposit portfolio at many banks to spread risk and optimize yield. With strict and proactive credit risk management measures, the Company not only protects financial safety but also ensures stable cash flow, creating a solid foundation for sustainable business operations.



OTHER RISKS



In addition to the usual risks in production and business operations, the Company also faces force majeure risks such as earthquakes, epidemics, floods, fires, explosions,... These are rare occurrences but when they do occur, they cause great damage to property, people, and seriously affect business operations. These risks can disrupt the production process, break the supply chain, and cause significant remediation costs. Therefore, the Company always focuses on analyzing potential risk factors and implementing appropriate strategies to minimize possible damage. Proactivity in identifying and responding to these risks is an indispensable part of the enterprise's sustainable development strategy.

To minimize the impact of force majeure risks, the Company implements comprehensive and synchronous prevention measures. First, the inspection and periodic maintenance of all machinery and equipment are carried out strictly to ensure operational efficiency and minimize the risk of damage. The Company also focuses on improving occupational safety by fully equipping appropriate protective equipment and organizing periodic training courses on occupational safety, fire prevention and fighting, and rescue. In addition, the Company regularly monitors information from functional agencies to promptly update plans to respond to natural disasters, epidemics, and closely coordinates with partners in the supply chain to ensure business operations are not interrupted. These measures not only help the Company maintain stability in all circumstances but also demonstrate a commitment to protecting the interests of customers, employees, and the community.



02

COMPANY'S YEARLY BUSINESS OPERATION

BUSINESS AND MANUFACTURING ACTIVITIES

ORGANIZATION AND HUMAN RESOURCES

INVESTMENT AND PROJECT IMPLEMENTATION

FINANCIAL SITUATION

SHAREHOLDER STRUCTURE, CHANGE IN OWNER'S EQUITY



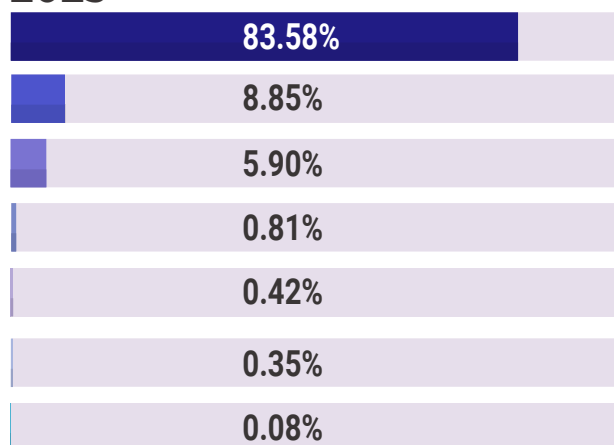
BUSINESS AND MANUFACTURING ACTIVITIES

REVENUE STRUCTURE FROM SALES AND SERVICE PROVISION

Unit: Million VND

Indicator	2023		2024		Change	
	Amount	Proportion	Amount	Proportion	Amount	Proportion
Revenue from land leasing and management fees	683,675	83.58%	765,014	87.67%	81,339	11.90%
Revenue from the sale of adjacent houses in the commercial street of Sonadezi Huu Phuoc Residential Area	72,409	8.85%	31,280	3.58%	(41,129)	(56.80%)
Revenue from Golf and restaurant activities	48,244	5.90%	55,038	6.31%	6,794	14.08%
Revenue from water supply	6,606	0.81%	10,756	1.23%	4,150	62.82%
Revenue from factory leasing and factory management fees	3,464	0.42%	5,010	0.57%	1,546	44.62%
Revenue from wastewater treatment	2,868	0.35%	4,185	0.48%	1,317	45.94%
Other revenue	691	0.08%	1,408	0.16%	717	103.70%
Total	817,957	100%	872,691	100%	54,734	6.69%

2023



2024



- Revenue from land leasing and management fees
- Revenue from the sale of adjacent houses in the commercial street of Sonadezi Huu Phuoc Residential Area

- Revenue from Golf and restaurant activities
- Revenue from factory leasing and factory management fees

- Revenue from water supply
- Revenue from wastewater treatment
- Other revenue

BUSINESS AND MANUFACTURING ACTIVITIES

REVENUE STRUCTURE FROM SALES AND SERVICE PROVISION

With the ownership of a 2,287 ha land area in Ba Ria - Vung Tau Province, Sonadezi Chau Duc Shareholding Company has maximized its existing advantages along with the implementation of related utility services such as industrial park infrastructure construction, wastewater treatment works, entertainment services,... thereby achieving positive business results in 2024.

Specifically, the Company recorded revenue of 872,691 million VND, equivalent to an increase of 6.69% compared to the same period in 2023. In which, land lease and management fees alone brought SZC more than 87.67% of total revenue, an increase of 11.9% compared to the same period, affirming the key position in SZC's business operations. This is thanks to attracting the FDI wave, SZC has welcomed 2 more large projects with a total investment of up to 2,500 billion VND in the second half of 2024, namely Vina One Ton JSC with Vina One Ton Factory with a scale of 800,000 tons of products/year, registered investment capital of 2,500 billion VND and Electronic Tripod Vietnam Co., Ltd. to implement the construction of Electronic Tripod Vietnam Factory (Chau Duc), an area of about 18ha at Chau Duc Industrial Park with investment capital of 250 million USD. A total of more than 46ha of industrial park land leased was recorded by SZC in 2024. As a result, other accompanying services also benefited from this wave. Revenue from factory leasing and factory management fees also recorded a strong increase of 44.62% in 2024, reaching 5,010 million VND. At the same time, Water supply and wastewater treatment services have also been focused on by the Company to expand and upgrade the systems to meet the standards in accordance with the provisions of the State and law. Revenue from water supply and wastewater treatment respectively recorded increases of 62.82% and 45.94%, reaching 10,756 million and 4,185 million VND.

In addition, accompanying entertainment services also bring significant revenue to SZC. Only second to land leasing, Golf and restaurant activities brought in 6.31% of the Company's total revenue. Chau Duc Golf Course is considered the first large-scale course located within the overall project including industrial park, urban area with a variety of products and services. It is a venue for important tournaments, including the 2024 SONADEZI CONNECTION Golf Tournament, attracting a large number of players and spectators. In just one year of official operation, the Golf Course has achieved a revenue growth of 14.08% compared to 2023.

However, revenue from the sale of adjacent houses in the commercial street of Sonadezi Huu Phuoc Residential Area decreased sharply by 56.80% compared to the same period. The main reason comes from the number of apartments handed over from the phase 2 residential area project is still slower than phase 1, mainly shophouses opened for sale from the beginning of the year but did not achieve the company's plan, phase 2 has only sold 30 units, half of the amount opened for sale in phase 1.

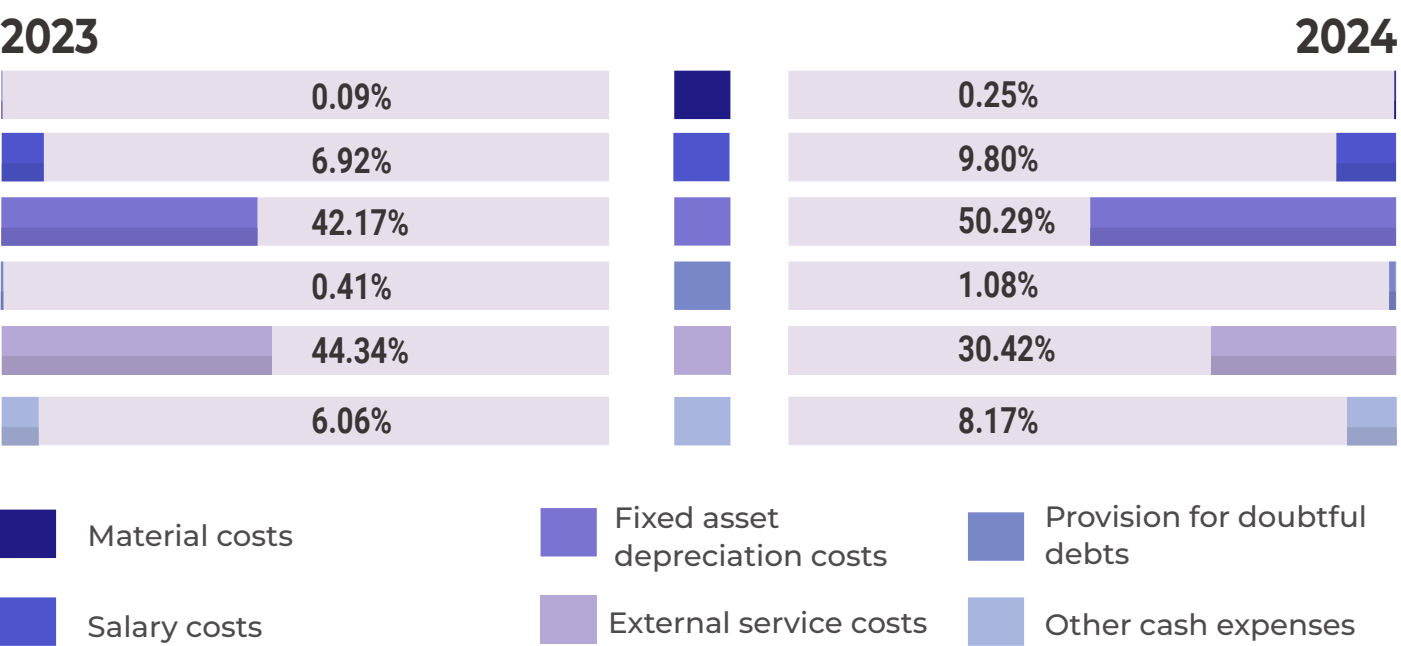
In general, with the business results achieved in the past year, Sonadezi Chau Duc Shareholding Company expects to continue to grow and promote the company's strengths in 2025, combined with the state's support for Real Estate policies and public investment, promoting the completion of key transport infrastructure projects such as Long Thanh Airport, Bien Hoa - Vung Tau Expressway, Belt Road 4, etc. The company will attract more large projects, expand and diversify IP infrastructure.

BUSINESS AND MANUFACTURING ACTIVITIES

COST STRUCTURE OF PRODUCTION AND BUSINESS BY ELEMENT

Unit: Million VND

Indicator	2023		2024		Change	
	Amount	Proportion	Amount	Proportion	Amount	Proportion
Material costs	686	0.09%	1,547	0.25%	861	125.33%
Salary costs	55,447	6.92%	61,056	9.80%	5,609	10.12%
Fixed asset depreciation costs	337,648	42.17%	313,313	50.29%	(24,335)	(7.21%)
Provision for doubtful debts	3,311	0.41%	6,759	1.08%	3,448	104.12%
External service costs	355,061	44.34%	189,509	30.42%	(165,552)	(46.63%)
Other cash expenses	48,544	6.06%	50,884	8.17%	2,340	4.82%
Total	800,698	100%	623,068	100%	(177,630)	(22.18%)



BUSINESS AND MANUFACTURING ACTIVITIES

COST STRUCTURE OF PRODUCTION AND BUSINESS BY ELEMENT

Promoting efficiency from cost management policies in recent years, in 2024, the Company continued to record a decrease of 22.18% compared to the same period in 2023 with total production and business costs reaching 623,068 million VND. This change was mainly driven by the decline of factors accounting for a large proportion of the company's cost structure.

Specifically, purchased service costs reached 189,509 million VND, down 46.63% compared to the same period. This demonstrates the Company's efforts in reducing dependence on external services and optimizing available resources. At the same time, depreciation of fixed assets, accounting for more than 50.29% of the structure, also decreased significantly with a decrease of 24,335 million VND, equivalent to 7.21%. The reason partly comes from the original price of tangible fixed assets at the end of the year that has been fully depreciated but is still in use and more than 645 million VND of assets that the Company has liquidated during the year.

Besides, there are cost factors that have increased sharply in the past year but have an insignificant impact on the overall costs because they account for a fairly low proportion in the structure. In 2024, the Company has abundant capital from the issuance of shares and has promoted large projects under construction such as Chau Duc Urban Area, Sonadezi Huu Phuoc Residential Area and a series of 210 apartments in the Social Housing project started in 2024. As a result, related costs such as raw material costs increased the most by 125.33% compared to 2023, labor costs increased by 10.12% reaching 61,056 million VND. In addition, the Company has increased the provision for doubtful debts to 6,759 million VND, equivalent to an increase of 104.12%. The reason comes from the total value of overdue receivables exceeding 7,557 million VND with overdue time from 1 year to over 3 years. Meanwhile, other costs in cash such as transportation or machinery and equipment maintenance costs, ... only increased slightly by 4.82% equivalent to an increase of 2,340 million VND.

In general, Sonadezi Chau Duc Shareholding Company still maintains and optimizes cost management policies effectively, focusing on cutting key costs in the structure to offset the increase in other essential costs such as raw material or labor costs when the Company has attracted and implemented new projects in the year.

BUSINESS AND MANUFACTURING ACTIVITIES

IMPLEMENTATION STATUS COMPARED TO PLAN

Unit: Million VND

No.	Indicator	Actual 2023	Plan 2024	Actual 2024	Actual 2024/ Actual 2023	Actual 2024/ Plan 2024
1	Total revenue	835,996	881,088	910,901	108.96%	103.38%
2	Total expenses	569,119	595,896	536,294	94.23%	90.00%
3	Profit after tax	218,873	228,154	302,127	138.04%	132.42%
4	Payment to the state budget	123,782	137,905	148,035	119.59%	107.35%
	Total capital for basic construction investment	617,460	1,539,321	506,957	82.10%	32.93%
5	Basic construction investment costs	234,240	449,461	304,557	130.02%	67.76%
	Compensation costs for site clearance	383,220	1,089,860	202,400	52.82%	18.57%

At the end of 2024, the Company recorded total revenue of 910,901 million VND, reaching 103.38% of the plan set out at the beginning of the year and increasing by 8.96% compared to the same period in 2023. This increase was largely contributed by financial activities (up 22,931 million VND) and sales - service provision activities (up 52,737 million VND). The Company has basically completed the plans set out at the beginning of the

year, most of the targets have exceeded the plan, and increased compared to 2023. Typically, profit after tax has a growth rate of 38.04% reaching about 302,127 million VND, exceeding the plan by 32.42%. These are positive results from effective cost management policies (total costs decreased by 5.77%) along with the efforts of all employees in the Company that have contributed to helping the Company overcome difficulties and challenges in 2024.



ORGANIZATION AND HUMAN RESOURCES

LIST OF MANAGEMENT

As of December 31, 2024

No.	Member	Position	Date of Appointment/ Dismissal		Number of Shares Owned	Rate
			Date of Appointment	Date of Dismissal		
BOARD OF DIRECTORS						
1	Mr. Dinh Ngoc Thuan	Chairman	29/03/2022		-	-
2	Mr. Nguyen Van Tuan	Member	29/03/2022		14,400	0.008%
3	Mr. Phan Dinh Tham	Non-Executive Member	29/03/2022		-	-
4	Mr. Pham Anh Tuan	Non-Executive Member	29/03/2022		-	-
5	Mr. Nguyen Van Luong	Independent Member	29/03/2022		-	-
6	Mr. Tran Hao Hiep	Independent Member	29/03/2022		-	-
7	Ms. Nguyen Phuong Hang	Non-Executive Member	18/04/2023		-	-
BOARD OF MANAGEMENT						
1	Mr. Nguyen Van Tuan	General Director	29/03/2022		14,400	0.008%
2	Mr. Tran Trung Chien	Deputy General Director	27/04/2022		3,600	0.002%
3	Mr. Nguyen Minh Tan	Deputy General Director, Authorized Information Disclosure Person	30/05/2022		74,915	0.0416%
4	Mr. Hoang Van Chi	Deputy General Director	01/07/2024		-	-
5	Mr. Dinh Ngoc Thuan	Deputy General Director	01/12/2023	28/06/2024	-	-
CHIEF ACCOUNTANT						
-	Mr. Tran Ngoc Tong	Chief Accountant	29/03/2022		-	-
BOARD OF SUPERVISORS						
1	Ms. Pham Thi Kim Hoa	Head	29/03/2022		-	-
2	Ms. Trinh Thi Hoa	Member	29/03/2022		-	-
3	Mr. Le Duc Thuan	Member	29/03/2022		-	-

BOARD OF DIRECTORS



Date of Birth	: 16/07/1978
Nationality	: Vietnam
Professional Qualifications	: Master of Business Administration, Construction Engineer
Current Position at the Company	: Chairman of BOD
Current Position at Other Organizations	• BOD Member, Deputy General Director of Sonadezi Corporation • BOD Member of Sonadezi Long Thanh JSC • BOD Member, General Director of Sonadezi Binh Thuan JSC

MR. DINH NGOC THUAN CHAIRMAN OF BOD

Work Experience

From 02/2001 - 06/2001	Design Department Staff - Nam Hoa Construction Design JSC
From 07/2001 - 03/2002	Staff of Planning and Technical Department - Nguyen Hoang Co., Ltd.
From 04/2002 - 12/2004	Staff of Technical Department Bien Hoa IP Development Company
From 01/2005 - 10/2007	Project Team Leader - Bien Hoa IP Development Company
From 11/2007 - 07/2009	Deputy Project Management Board of Nguyen Van Troi Resettlement Area - Bien Hoa IP Development Company
From 08/2009 - 06/2010	Project Manager cum Director of Project Management Board of Nguyen Van Troi Resettlement Area, Giang Dien IP Project Management Board - Bien Hoa IP Development Company
From 07/2010 - 09/2015	Project Manager cum Director of Giang Dien Industrial Park Project Management Board - Sonadezi Corporation
From 10/2015 - 05/2019	Deputy General Director of Sonadezi Chau Duc Shareholding Company
From 05/2013 - 03/2022	BOD Member - Sonadezi Service JSC
From 05/2015 to Present	BOD Member - Sonadezi Long Thanh JSC
From 02/2016 to Present	BOD Member - Sonadezi Corporation
From 05/2016 - 03/2022	BOD Member of Sonadezi Chau Duc Shareholding Company
From 06/2019 to Present	Deputy General Director of Sonadezi Corporation
From 06/2020 to Present	General Director, BOD Member of Sonadezi Binh Thuan JSC
From 12/2023 - 06/2024	Deputy General Director of Sonadezi Chau Duc Shareholding Company
From 03/2022 to Present	Chairman of BOD of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	36,000,000	Ownership Ratio	20%
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	36,000,000	Ownership Ratio	20%

BOARD OF DIRECTORS

Date of Birth : 23/12/1970
Nationality : Vietnam
Professional Qualifications : Master of Business Administration, Bachelor of Foreign Trade Economics
Current Position at the Company : **General Director, BOD Member**
Current Position at Other Organizations :

- BOD Member of Sonadezi Corporation
- Chairman of BOD of Sonadezi Long Thanh JSC



MR. NGUYEN VAN TUAN
GENERAL DIRECTOR, BOD MEMBER

Work Experience

From 03/1998 - 12/2002	Staff of Investment Consulting Department - Bien Hoa IP Development Company
From 01/2003 - 02/2005	Representative Director of Bien Hoa IP Development Company in Go Dau IP
From 03/2005 - 11/2007	Deputy General Director of Amata Vietnam Company
From 12/2007 - 02/2009	Director of Sonadezi Industrial Park Service Enterprise, Bien Hoa Industrial Park Development Company
From 03/2009 - 04/2013	Chairman of BOD cum General Director of Sonadezi Long Thanh JSC
From 04/2013 - 04/2015	BOD Member, General Director of Sonadezi Long Thanh JSC
From 04/2015 to Present	Chairman of BOD of Sonadezi Long Thanh JSC
From 02/2016 to Present	BOD Member of Sonadezi Corporation
From 05/2016 to Present	BOD Member, General Director of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	18,014,400	Ownership Ratio	10.008%
Personal Ownership	14,400	Ownership Ratio	0.008%
Ownership Representation	18,000,000	Ownership Ratio	10%

BOARD OF DIRECTORS



Date of Birth	: 29/06/1965
Nationality	: Vietnam
Professional Qualifications	: Master of Business Administration, Bachelor of Economics
Current Position at the Company	: Non-Executive BOD Member
Current Position at Other Organizations	• Chairman of BOD of Sonadezi Binh Thuan JSC

MR. PHAN DINH THAM NON-EXECUTIVE BOD MEMBER

Work Experience

From 01/1987 - 02/1989	Officer of Transport Air Force Regiment 918 - Air Force
From 03/1989 - 12/1994	Head of Material Planning Department of Dong Nai Industrial Garment Company
From 08/1990 - 12/1994	Head of Planning Department of Dong Nai Department of Industry
From 01/1995 - 09/1999	Deputy Director of Viet Nga Company
From 01/2000 - 01/2022	Head of Material Department of Sonadezi Construction JSC
From 01/2002 - 03/2009	Deputy Director of Sonadezi Construction JSC
From 03/2009 - 06/2009	Director of Sonadezi Industrial Park Service Enterprise, Bien Hoa Industrial Park Development Company (Director of Sonadezi)
From 07/2009 - 04/2015	General Director of Sonadezi Long Binh JSC
From 01/2015 - 01/2016	Deputy General Director of Sonadezi Corporation
From 02/2016 - 05/2021	BOD Member, General Director of Sonadezi Corporation
From 05/2021 - 04/2022	Consulting Expert of Sonadezi Corporation
From 04/2022 to Present	Chairman of BOD of Sonadezi Binh Thuan JSC
From 03/2022 to Present	BOD Member of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	18,000,000	Ownership Ratio	10%
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	18,000,000	Ownership Ratio	10%

BOARD OF DIRECTORS

Date of Birth	: 19/01/1975
Nationality	: Vietnam
Professional Qualifications	: Master of Finance
Current Position at the Company	: Non-Executive BOD Member
Current Position at Other Organizations	• General Director, BOD Member of Sonadezi Long Thanh JSC • BOD Member of Sonadezi Binh Thuan JSC • BOD Member of Dong Nai Water Supply JSC



MR. PHAM ANH TUAN
NON-EXECUTIVE BOD MEMBER

Work Experience

From 03/2003 - 08/2003	Specialist of Business Department of Bien Hoa Industrial Park Development Company
From 08/2003 - 12/2003	Head of Business Department of Sonadezi Housing Development Enterprise
From 2004 - 2006	Business Director of Sonadezi Long Thanh JSC
From 2006 - 2007	Finance Director of Sonadezi Long Thanh JSC
From 2007 - 2009	Business Director of Sonadezi Long Thanh JSC
From 05/2009 - 04/2015	Deputy General Director of Sonadezi Long Thanh JSC
From 01/2010 - 07/2015	Concurrently Director of Sonadezi Long Thanh Real Estate Trading Floor
From 04/2010 - 04/2015	BOD Member of Sonadezi Long Thanh JSC
From 04/2015 to Present	General Director, BOD Member of Sonadezi Long Thanh JSC
From 05/2016 to Present	BOD Member of Sonadezi Chau Duc Shareholding Company
From 04/2019 - 03/2024	BOD Member of Sonadezi Long Binh JSC
From 04/2020 to Present	BOD Member of Dong Nai Water Supply JSC
From 06/2020 - 04/2022	Chairman of BOD of Sonadezi Binh Thuan JSC
From 04/2022 to Present	BOD Member of Sonadezi Binh Thuan JSC

Number of Shares Owned:	18,144,000	Ownership Ratio	10.08%
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	18,144,000	Ownership Ratio	10.08%

BOARD OF DIRECTORS



Date of Birth	: 15/03/1977
Nationality	: Vietnam
Professional Qualifications	: Master of Economics, Bachelor of Business Administration
Current Position at the Company	: Independent Member of BOD
Current Position at Other Organizations	• BOD Member, General Director of Hoa An JSC • BOD Member of Phuoc Hoa FICO JSC • BOD Member of No. 2 Industrial Urban Development JSC.

MR. NGUYEN VAN LUONG INDEPENDENT BOD MEMBER

Work Experience

From 08/1999 - 09/1999	Staff of Accounting and Material Department of Hoa An Stone Exploitation and Construction Material Company (now Hoa An JSC)
From 10/1999 - 10/2007	Staff of Accounting Department of Hoa An Stone Exploitation and Construction Material Company (now Hoa An JSC)
From 11/2007 - 04/2009	Member of the Stone Mine Investment Working Group in Vinh Cuu, Dong Nai Hoa An JSC
From 05/2009 - 06/2010	Member of the Stone Mine Investment Working Group in Vinh Cuu, Dong Nai and Member of the Supervisory Board of Hoa An JSC
From 07/2010 - 05/2012	Acting Director and Member of the Supervisory Board of Hoa An JSC Branch in Vinh Cuu
From 06/2012 - 06/2014	Director of Hoa An JSC Branch in Vinh Cuu
From 07/2014 - 04/2015	Deputy General Director of the Company, concurrently Director of Hoa An JSC Branch in Vinh Cuu
From 05/2015 - 12/2016	Deputy General Director of the Company, Deputy Secretary of the Party Committee of Hoa An JSC
From 07/2017 - 03/2024	BOD Member, Deputy General Director, Deputy Secretary of the Party Committee of Hoa An JSC
From 04/2018 to Present	BOD Member of Phuoc Hoa FICO JSC
From 04/2019 to Present	BOD Member of Sonadezi Chau Duc Shareholding Company
From 04/2021 to Present	BOD Member of No. 2 Industrial Urban Development JSC
From 03/2024 to Present	BOD Member, General Director, Deputy Secretary of the Party Committee of Hoa An JSC

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0

BOARD OF DIRECTORS

Date of Birth : 16/12/1977
Nationality : Vietnam
Professional Qualifications : Engineer in Electricity
Current Position at the Company : Independent Member of BOD
Current Position at Other Organizations : Deputy General Director of Thuan Hiep Phat JSC



MR. TRAN HAO HIEP
INDEPENDENT BOD MEMBER

Work Experience

From 03/2006 - 03/2010 Engineer at Sonacons Construction and Installation JSC
 From 03/2010 to Present Deputy General Director of Thuan Hiep Phat JSC
 From 04/2019 to Present BOD Member of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0



BOARD OF DIRECTORS



Date of Birth	: 01/10/1983
Nationality	: Vietnam
Professional Qualifications	: Master of Business Administration
Current Position at the Company	: Non-Executive Member of BOD
Current Position at Other Organizations	• Head of Human Resources Department of Sonadezi Corporation

MS. NGUYEN PHUONG HANG NON-EXECUTIVE BOD MEMBER

Work Experience

From 05/2007 - 07/2007	Office Staff of Sonadezi Corporation
From 07/2007 - 08/2010	Staff of Specialist Committee & Standing Committee of the Party Committee of Sonadezi Corporation
From 08/2010 - 04/2014	Staff of Human Resources Department of Sonadezi Corporation
From 05/2014 - 08/2015	Deputy Head of Human Resources Department of Sonadezi Corporation
From 09/2015 - 12/2015	Specialist of Human Resources Department of Sonadezi Corporation
From 01/2016 - 01/2020	Deputy Head of Human Resources Department of Sonadezi Corporation
From 01/2020 to Present	Head of Human Resources Department of Sonadezi Corporation
From 04/2023 to Present	BOD Member of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0



BOARD OF MANAGEMENT

Date of Birth : 25/06/1975
Nationality : Vietnam
Professional Qualifications : Bachelor of Law, Master of Business Administration
Current Position at the Company : **Deputy General Director**
Current Position at Other Organizations : None



MR. TRAN TRUNG CHIEN
DEPUTY GENERAL DIRECTOR

Work Experience

From 6/1997 - 3/2000	Specialist working at Ham Yen District People's Procuracy - Tuyen Quang Province
From 2001 - 2002	Director of Industrial Park Infrastructure Maintenance Co., Ltd - Bien Hoa - Dong Nai
From 2002 - 9/2015	Director of Tien Triet Co., Ltd - Bien Hoa 2 Industrial Park - Dong Nai
From 15/9/2015 - 08/2017	Head of Legal & Risk Management Department - Sonadezi Corporation
From 08/2017 - 09/2020	Chief of Office of Industrial Park Development Corporation
From 03/2017 - 04/2023	BOD Member of Sonadezi Chau Duc Shareholding Company
From 04/2020 - 04/2023	BOD Member of Dong Nai Water Supply JSC
From 10/2020 to Present	Deputy General Director of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	3,600	Ownership Ratio	0.002%
Personal Ownership	3,600	Ownership Ratio	0.002%
Ownership Representation	0	Ownership Ratio	0

BOARD OF MANAGEMENT



Date of Birth	: 20/10/1982
Nationality	: Vietnam
Professional Qualifications	: Master of Business Administration, Electrical Engineer, Construction Engineer
Current Position at the Company	: Deputy General Director, Authorized Information Disclosure Person
Current Position at Other Organizations	• BOD Member of Chau Duc Water Supply JSC

MR. NGUYEN MINH TAN

PHÓ TỔNG GIÁM ĐỐC, NGƯỜI DƯỢC ỦY QUYỀN CBTT

Work Experience

From 11/2005 - 06/2007	Project Staff of Bien Hoa Industrial Park Development Company
From 06/2007 - 12/2014	Project Staff of Sonadezi Chau Duc Shareholding Company
From 01/2015 - 01/2016	Deputy Head of Construction Technical Department of Sonadezi Chau Duc Shareholding Company
From 02/2016 - 07/2017	Deputy Director of Chau Duc Industrial Park Project Management Board - Sonadezi Chau Duc Shareholding Company
From 08/2017 - 05/2022	Director of Chau Duc Industrial Park Project Management Board - Sonadezi Chau Duc Shareholding Company
From 06/2022 to Present	Deputy General Director of Sonadezi Chau Duc Shareholding Company
From 03/2019 to Present	BOD Member of Chau Duc Water Supply JSC

Number of Shares Owned:	74,915	Ownership Ratio	0.0416%
Personal Ownership	74,915	Ownership Ratio	0.0416%
Ownership Representation	0	Ownership Ratio	0



BOARD OF MANAGEMENT

Date of Birth : 10/10/1974

Nationality : Vietnam

Professional Qualifications : Master of Engineering in Civil and Industrial Construction

Current Position at the Company : **Deputy General Director**

Current Position at Other Organizations

- Chairman of BOD of Dong Nai Housing Business JSC
- BOD Member of Dong Nai Construction JSC



MR. HOANG VAN CHI
DEPUTY GENERAL DIRECTOR

Work Experience

From 01/1998 – 09/2005	Staff - Dong Nai Housing Business Company
From 10/2005 – 05/2006	Staff - Dong Nai Housing Business Company
From 06/2006 – 03/2009	Deputy Head of Planning - Technical Department - Dong Nai Housing Business Company
From 04/2009 – 05/2014	Head of Planning - Technical Department - Dong Nai Housing Business Company
From 06/2014 – 03/2024	BOD Member, Deputy Director - Dong Nai Housing Business Company
From 04/2024 – 06/2024	Chairman of the Board, Deputy Director - Dong Nai Housing Business Company
From 07/2024 to Present	Chairman of BOD of Dong Nai Housing Business Company
From 07/2024 to Present	Deputy General Director of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0



CHIEF ACCOUNTANT



Date of Birth	: 14/09/1986
Nationality	: Vietnam
Professional Qualifications	: Bachelor of Accounting, Master of Accounting
Current Position at the Company	: Chief Accountant, Head of Finance and Accounting Department
Current Position at Other Organizations	• Member of BOS of Sonadezi Corporation • Head of BOS - Sonadezi Binh Thuan JSC

MR. TRAN NGOC TONG

CHIEF ACCOUNTANT, HEAD OF FINANCE AND ACCOUNTING DEPARTMENT

Work Experience

From 08/2008 - 06/2009	Accounting Staff of Sonadezi Industrial Park Service Enterprise under Bien Hoa Industrial Park Development Company (now Sonadezi Long Binh JSC)
From 07/2009 - 05/2014	Accounting Staff of Sonadezi Long Binh JSC
From 06/2014 - 09/2015	Deputy Head of Finance and Accounting Department of Sonadezi Long Binh JSC
From 10/2015 - 01/2016	Specialist of Accounting Department of Sonadezi Corporation
From 02/2016 - 04/2021	Head of BOS of Sonadezi Corporation
From 05/2021 - 03/2022	Chief of Office of Sonadezi Corporation
From 07/2020 to Present	Head of BOS of Sonadezi Binh Thuan JSC
From 04/2021 to Present	BOS Member of Sonadezi Corporation
From 03/2022 to Present	Chief Accountant, Head of Finance and Accounting Department of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0



BOARD OF SUPERVISORS

Date of Birth : 02/07/1979
Nationality : Vietnam
Professional Qualifications : Master of Finance, Bachelor of Accounting
Current Position at the Company : Head of BOS, Head of the Internal Audit Department
Current Position at Other Organizations : None



MS. PHAM THI KIM HOA

HEAD OF BOS, HEAD OF THE INTERNAL AUDIT DEPARTMENT

Work Experience

From 05/2000 - 2002	Accounting Staff of Thai Duong Sunco Company - HCM City
From 2003 - 05/2005	Accounting Staff of Saigon Paper Company - HCM City
From 06/2005 - 05/2006	Chief Accountant of Truong Thang Company - HCM City
From 06/2006 - 01/2009	General Accountant of Shinkwang VN Company - Bien Hoa 2 Industrial Park
From 02/2009 - 05/2016	Deputy Head of the Company's Accounting Department, Chief Accountant of BOT Enterprise of Sonadezi Chau Duc Shareholding Company
From 04/2017 - 04/2024	Head of the Supervisory Board of Sonadezi An Binh JSC
From 06/2018 - 03/2022	Chief Accountant, Head of Accounting Department of Sonadezi Chau Duc Shareholding Company
From 03/2022 to Present	Head of BOS of Sonadezi Chau Duc Shareholding Company
From 04/2022 to Present	Head of the Internal Audit Department of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	12,312,000	Ownership Ratio	6.84%
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	12,312,000	Ownership Ratio	6.84%

BOARD OF SUPERVISORS



Date of Birth	: 09/01/1984
Nationality	: Vietnam
Professional Qualifications	: Bachelor of Accounting, Master of Business Administration
Current Position at the Company	: Member of BOS
Current Position at Other Organizations	• BOS Member of Sonadezi Long Thanh JSC • Staff of Sonadezi Corporation

MS. TRINH THI HOA MEMBER OF BOS

Work Experience

From 11/2009 - 03/2011	Accounting Staff of Luong Thuc Thuc Pham Technology High School
From 05/2011 to Present	Staff of Sonadezi Corporation
From 04/2019 to Present	BOS Member of Sonadezi Long Thanh JSC
From 03/2020 to Present	BOS Member of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0



BOARD OF SUPERVISORS

Date of Birth : 05/11/1974
Nationality : Vietnam
Professional Qualifications : Bachelor of Economics (Accounting major)
Current Position at the Company : **Member of BOS**
Current Position at Other Organizations :

- Head of Investment - Project Appraisal Department - Dong Nai Development Investment Fund



MR. LE DUC THUAN
MEMBER OF BOS

Work Experience

From 12/1995 - 06/2002	Staff of Bien Hoa Sugar JSC
From 08/2002 - 01/2012	Staff of Dong Nai Development Investment Fund
From 02/2012 - 06/2014	Deputy Head of Credit Department of Dong Nai Development Investment Fund
From 07/2014 - 04/2018	Deputy Head of Investment - Project Appraisal Department of Dong Nai Development Investment Fund
From 05/2018 - 02/2020	Deputy Head of Credit Department of Dong Nai Development Investment Fund
From 02/2020 - 03/2021	In charge of Investment - Project Appraisal Department of Dong Nai Development Investment Fund
From 04/2021 to Present	Head of Investment - Project Appraisal Department of Dong Nai Development Investment Fund
From 03/2022 to Present	BOS Member of Sonadezi Chau Duc Shareholding Company

Number of Shares Owned:	0	Ownership Ratio	0
Personal Ownership	0	Ownership Ratio	0
Ownership Representation	0	Ownership Ratio	0

Changes in Board of Management

- On June 28, 2024, the Board of Directors issued Decision No. 145.2024/QD-SZC-HCNS on the dismissal of Mr. Dinh Ngoc Thuan from the position of Deputy General Director of Sonadezi Chau Duc Shareholding Company, effective from July 1, 2024
- On July 1, 2024, the Board of Directors issued Decision No. 148.2024/QD-SZC-HCNS on the appointment of Mr. Hoang Van Chi to the position of Deputy General Director of Sonadezi Chau Duc Shareholding Company, effective from July 1, 2024.

ORGANIZATION AND HUMAN RESOURCES

NUMBER OF EMPLOYEES

As of December 31, 2024

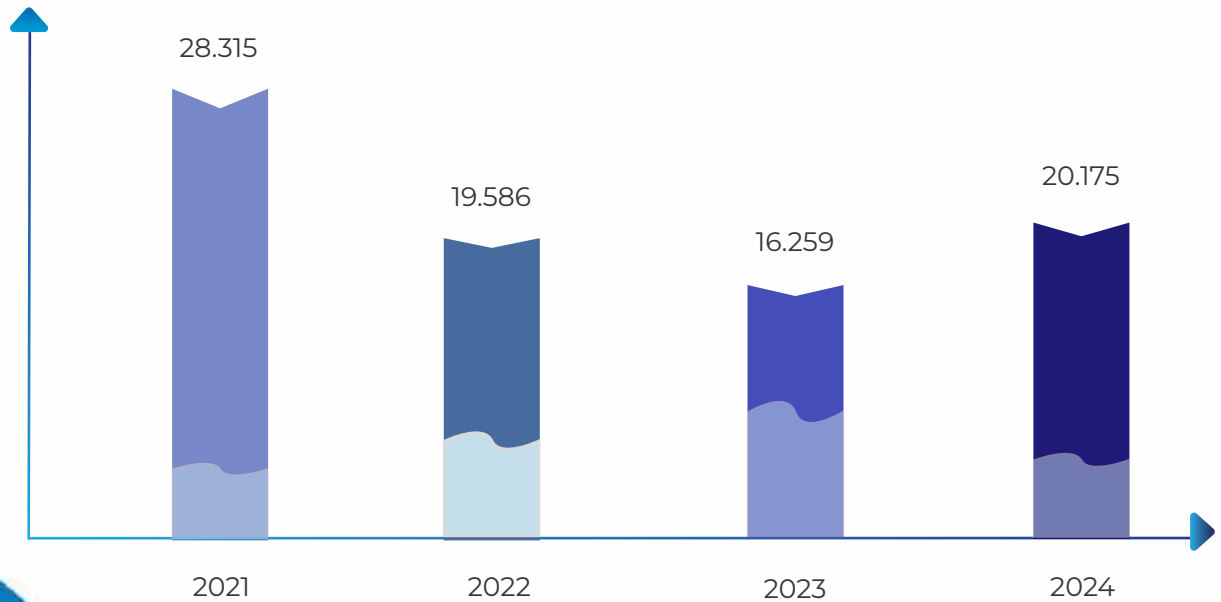
No.	Indicator	2023		2024	
		Number (people)	Proportion (%)	Number (people)	Proportion (%)
I	By Labor Qualification	259	100%	263	100%
1	University Degree and Above	128	49.42%	139	52.85%
2	College, Professional Secondary	52	20.08%	51	19.39%
3	Unskilled Laborers	79	30.50%	73	27.76%
II	By Labor Category	259	100%	263	100%
1	Direct labor (Service labor)	92	35.52%	83	31.56%
2	Indirect labor (Professional and technical labor)	167	64.48%	180	68.44%
III	By Gender	259	100%	263	100%
1	Male	157	60.62%	159	60.46%
2	Female	102	39.38%	104	39.54%
IV	By Labor Contract Term	259	100%	263	100%
1	Short-term Contract Under 1 Year	4	1.54%	2	0.76%
2	Fixed-term Contract from 1 to 3 Years	128	49.42%	127	48.29%
3	Indefinite-term Contract	127	49.03%	134	50.95%
V	By management level	259	100%	263	100%
1	Senior management	5	1.93%	6	2.28%
2	Middle management	21	8.11%	21	7.98%
3	Staff and employees	233	89.96	236	89.73%
VI	By Age	259	100%	263	100%
1	From 18 to 25 Years Old	35	13.51%	27	10.27%
2	From 26 to 35 Years Old	117	45.17%	117	44.49%
3	From 36 to 45 Years Old	66	25.48%	77	29.28%
4	Over 45 Years Old	41	15.83%	42	15.96%

ORGANIZATION AND HUMAN RESOURCES

AVERAGE INCOME

Unit: million VND/person/month

Indicator	2021	2022	2023	2024
Average Income	28.315	19.586	16.259	20.175



2024



SONADEZI
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MEMBER OF SONADEZI

ORGANIZATION AND HUMAN RESOURCES

LABOR POLICIES

Sonadezi Chau Duc Shareholding Company has demonstrated its emphasis and respect for employees' rights through numerous positive human resources measures and policies, including the following specific actions:



INSURANCE AND SOCIAL SECURITY REGIMES

Employees participate in Social Insurance, Health Insurance, and Unemployment Insurance in accordance with the law; In addition, the Company also provides 24/7 occupational accident insurance for its employees annually to ensure social security and healthcare for personnel.

SALARY AND BENEFITS POLICY



Salaries paid are always guaranteed to be equal to or higher than the levels prescribed by the State, and the Company is committed to paying overtime and allowances for working in hazardous environments in accordance with regulations.



HEALTH CARE

Employees receive annual periodic health care with support from the Company's medical staff. A medicine cabinet management and first aid system is organized to ensure the health safety of employees. Female employees during childbirth and childcare are always guaranteed maternity leave in accordance with the law.

LEAVE AND OTHER BENEFITS



Employees are guaranteed annual leave as prescribed by the Labor Law, along with an annual vacation regime. The Company also gives gifts for the Mid-Autumn Festival, Lunar New Year and other holidays, creating joy and motivating employees.

ORGANIZATION AND HUMAN RESOURCES

LABOR POLICIES



OCCUPATIONAL SAFETY AND LABOR PROTECTION

Equipping employees with labor safety and labor protection equipment is a top priority, in accordance with State regulations and the Company's equipment standards. Building a fire protection system and providing periodic fire prevention, rescue and relief training to ensure safety.

CAREER DEVELOPMENT



In order to further foster knowledge for employees, and at the same time improve professional qualifications in their work, the Company has implemented the practice of sending employees to participate in soft skills training courses as well as professional skills training courses to help employees have enough knowledge and skills to create conditions for career development.



RECRUITMENT POLICY

Every year, the Company develops specific recruitment plans for each department. In addition to internal announcements, recruitment drives are also widely publicized on electronic websites to attract young and highly qualified human resources.

POLICY CHANGES TO CREATE MORE FAVORABLE CONDITIONS



The Company has adjusted its annual leave policy, allowing employees to use it until the end of March of the following year, creating more flexibility for their personal and family needs.

INVESTMENT AND PROJECT IMPLEMENTATION

MAJOR INVESTMENTS

As of December 31, 2024

No.	Indicator	Implemented in 2024		Accumulated implementation to the reporting time		% compared to 2024 plan
		Area (Ha)	Amount (billion VND)	Area (Ha)	Amount (billion VND)	
1	Inventory of land, assets, crops, and flowers on the land	32.97	-	2,149.71	-	44.91%
2	Preparation and approval of compensation plan	15.71	196.21	1,966.43	4,067.53	18.00%
3	Handover of ground from households	41.00	-	1,885.95	-	-
4	Accounting Department transfers money to the Compensation and Support Council's account to pay households and units	15.89	202.40	-	3,937.05	18.57%
5	Payment of land use fees	-	-	-	-	-
6	Work on land allocation/ lease	-	-	1,558.62	-	-

SUBSIDIARIES, AFFILIATES

As of December 31, 2024, the Company had no subsidiaries.





SONADEZI
CHAUDUC
MEMBER OF SONADEZI



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FINANCIAL SITUATION

FINANCIAL SITUATION

Unit: Million VND

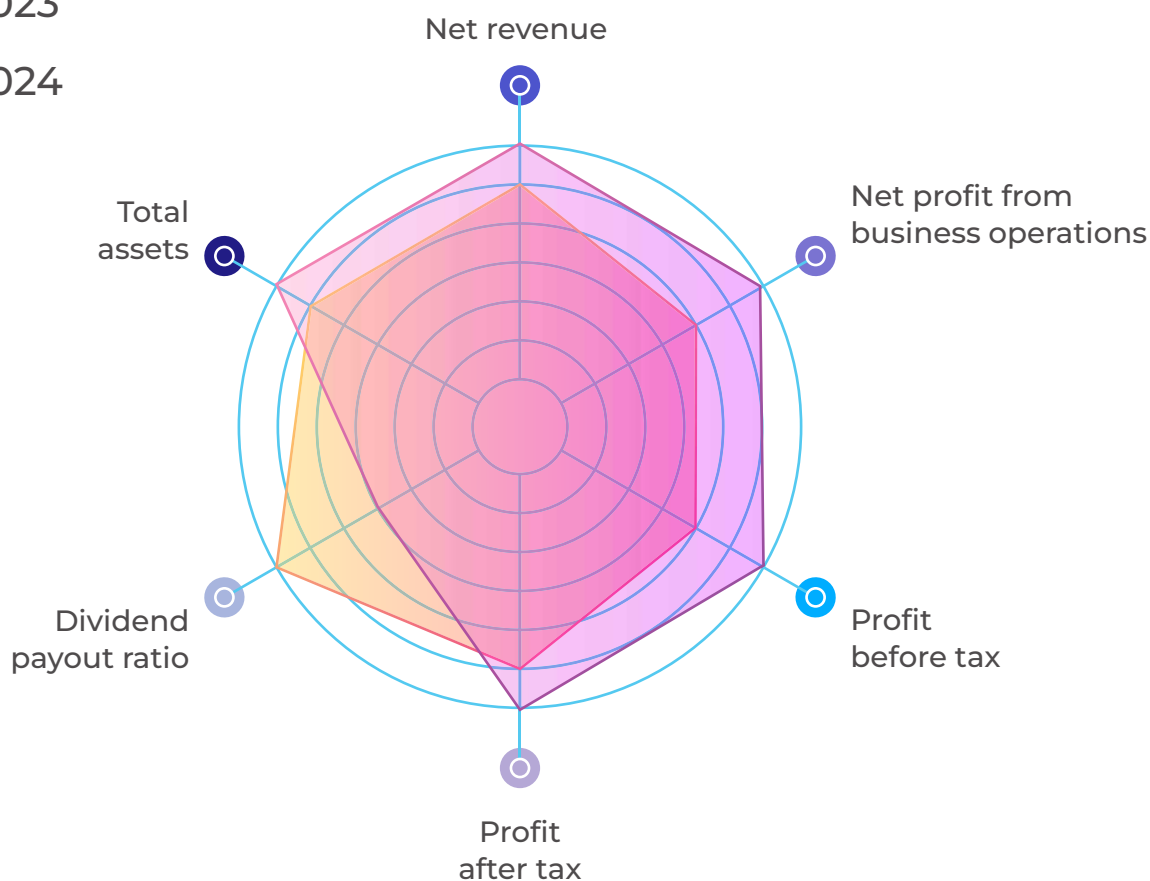
No.	Indicator	2023	2024	Change
1	Total assets	6,961,129	8,225,800	18.17%
2	Net revenue	817,946	870,683	6.45%
3	Net profit from business operations	266,391	374,785	40.69%
4	Profit before tax	266,877	374,601	40.36%
5	Profit after tax	218,873	302,127	38.04%
6	Dividend payout ratio *	20% (in shares)	10% (in cash)	-

(*) In 2023, the Company paid dividends for the year 2022 in shares at a rate of 20%.

In 2024, the Company paid dividends for the year 2023 in cash at a rate of 10%.

2023

2024



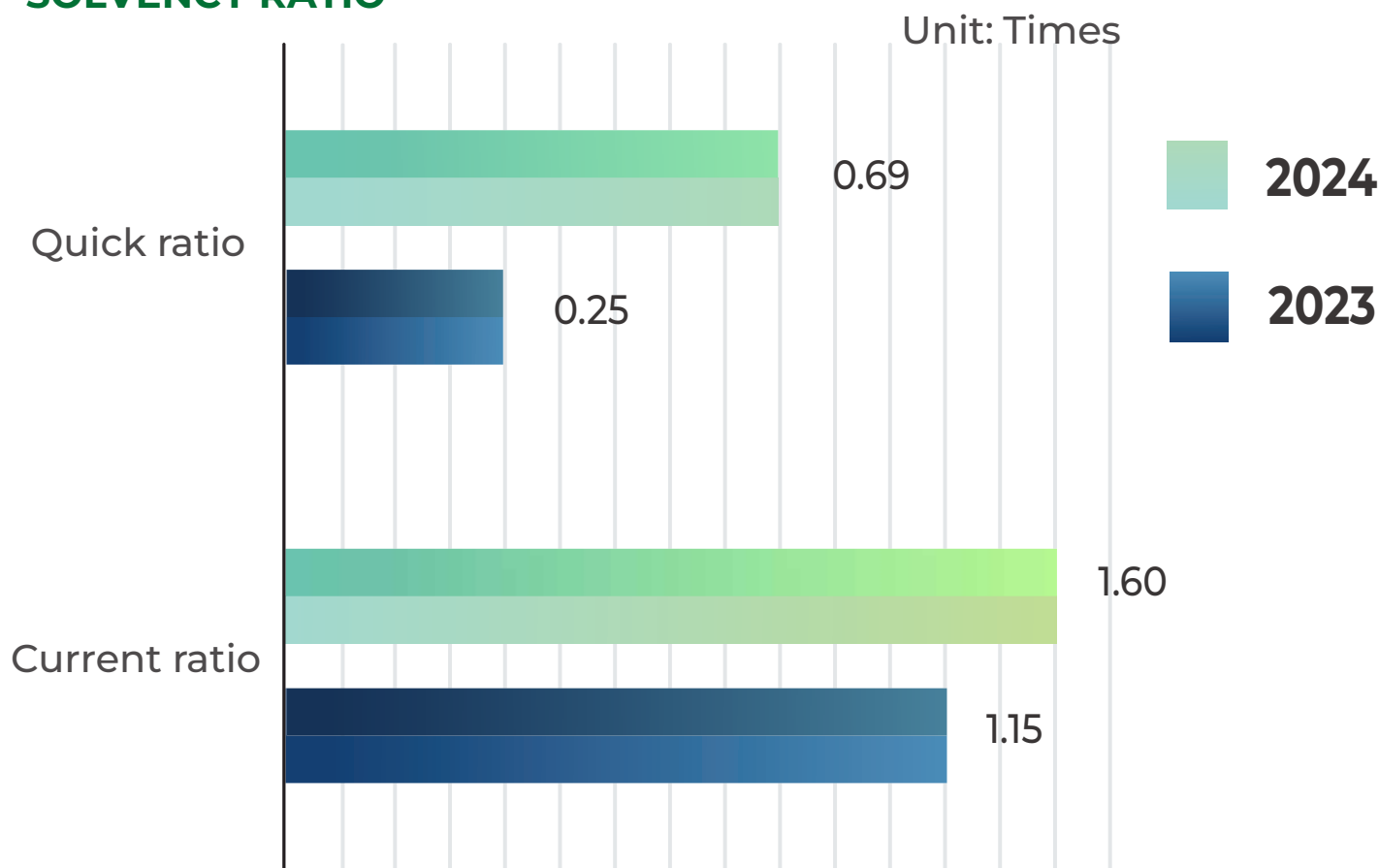
FINANCIAL SITUATION

MAJOR FINANCIAL INDICATORS

No.	Indicator	Unit	2023	2024
1	Solvency ratio			
	Current ratio (Short term Asset/Short term debt)	Times	1.15	1.60
	Quick ratio (Short term Asset - Inventories)/Short term Debt	Times	0.25	0.69
2	Capital structure Ratio			
	Debt/Total assets ratio	%	75.04	62.25
	Debt/Owner's Equity ratio	%	300.68	164.87
3	Operation capability Ratio			
	Inventory turnover (Cost of goods sold/Average inventory)	Turns	0.32	0.26
	Total asset turnover (Net revenue/ Average Total Assets)	Turns	0.12	0.11
4	Profitability			
	Profit after tax/ Net revenue Ratio (ROS)	%	26.76	34.70
	Profit after tax/ total capital Ratio (ROE)	%	13.38	12.48
	Profit after tax/ Total assets Ratio (ROA)	%	3.29	3.98
	Profit from business activities/ Net revenue Ratio	%	32.57	43.04

FINANCIAL SITUATION

SOLVENCY RATIO



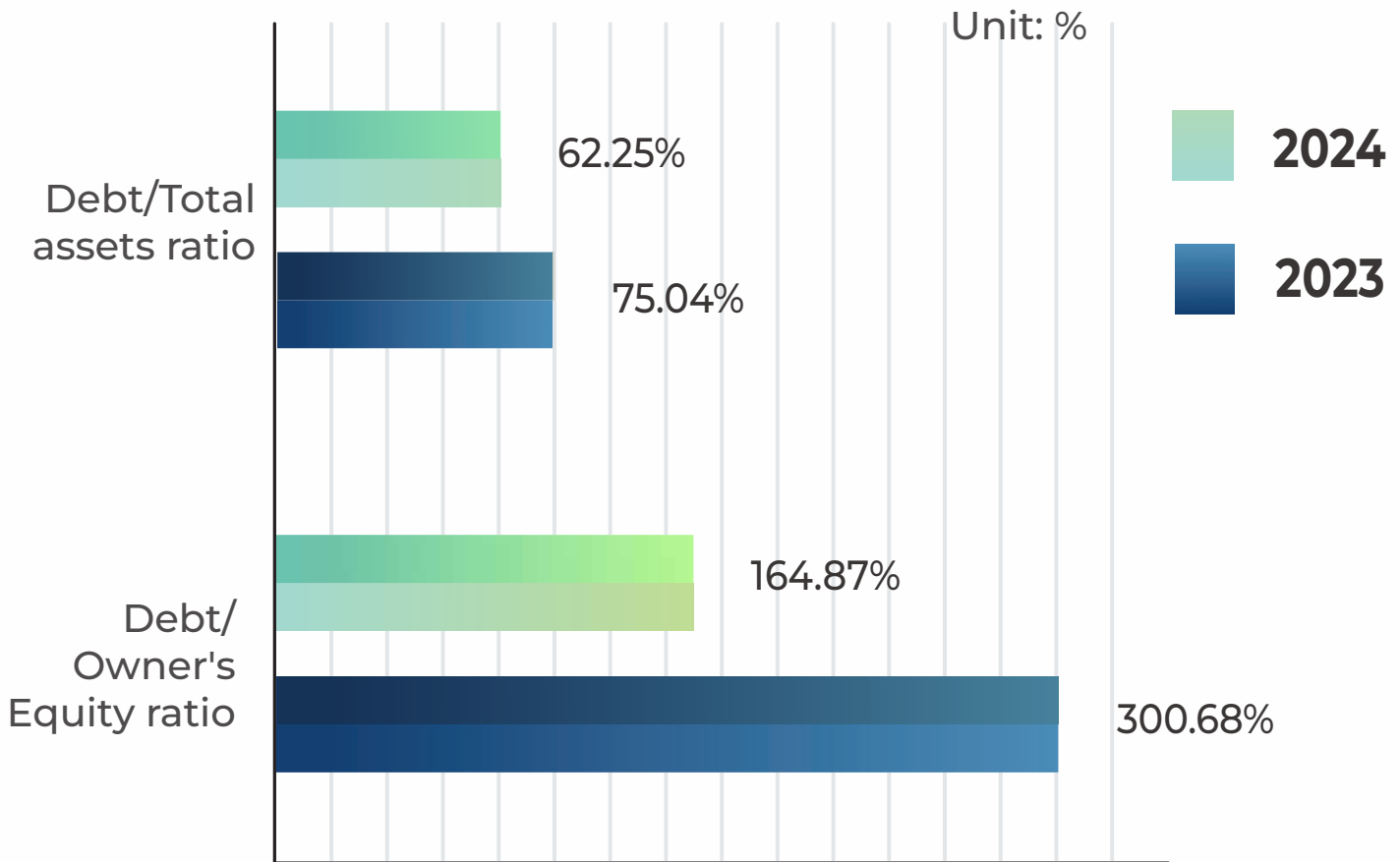
In 2024, Sonadezi Chau Duc's solvency improved significantly, reflected in the quick ratio and current ratio, both of which recorded strong increases compared to 2023. Specifically, the quick ratio increased by 0.44 times, from 0.25 to 0.69, showing that the company has improved its ability to pay short-term debts without having to rely too much on inventory. Similarly, the current ratio also recorded an impressive increase from 1.15 to 1.60.

The main driver of this improvement comes from the company achieving strong growth in short-term assets, with a growth rate of 48.56% since the beginning of the year, while short-term debt is kept stable at VND1,911,546 million, thanks to strict cost and liability management policies. In particular, the company has improved its liquidity by increasing short-term deposits at banks, with more than VND 550,000 million deposited for under 3 months and more than VND 300,000 million with terms from 6 months to under 1 year. This helps the company maintain a high level of liquidity, ready to meet short-term financial needs. In addition, with the policy of allowing customers to buy on credit and defer payment for partners in the Sonadezi Huu Phuoc Residential Area project, the company's receivables have increased by nearly VND 9,000 million.

In addition, with the policy of allowing customers to buy on credit and pay slowly for partners in the Sonadezi Huu Phuoc Residential Area project, the company's receivables have increased to nearly 9,000 million VND. This creates a potential risk of bad debts, putting pressure on the company's operating cash flow. Therefore, although the payment indicators have improved significantly, the company still strengthens its management and has measures to optimize cash flow, minimize risks from receivables, in order to maintain sustainable development in the current challenging business environment.

FINANCIAL SITUATION

CAPITAL STRUCTURE RATIO



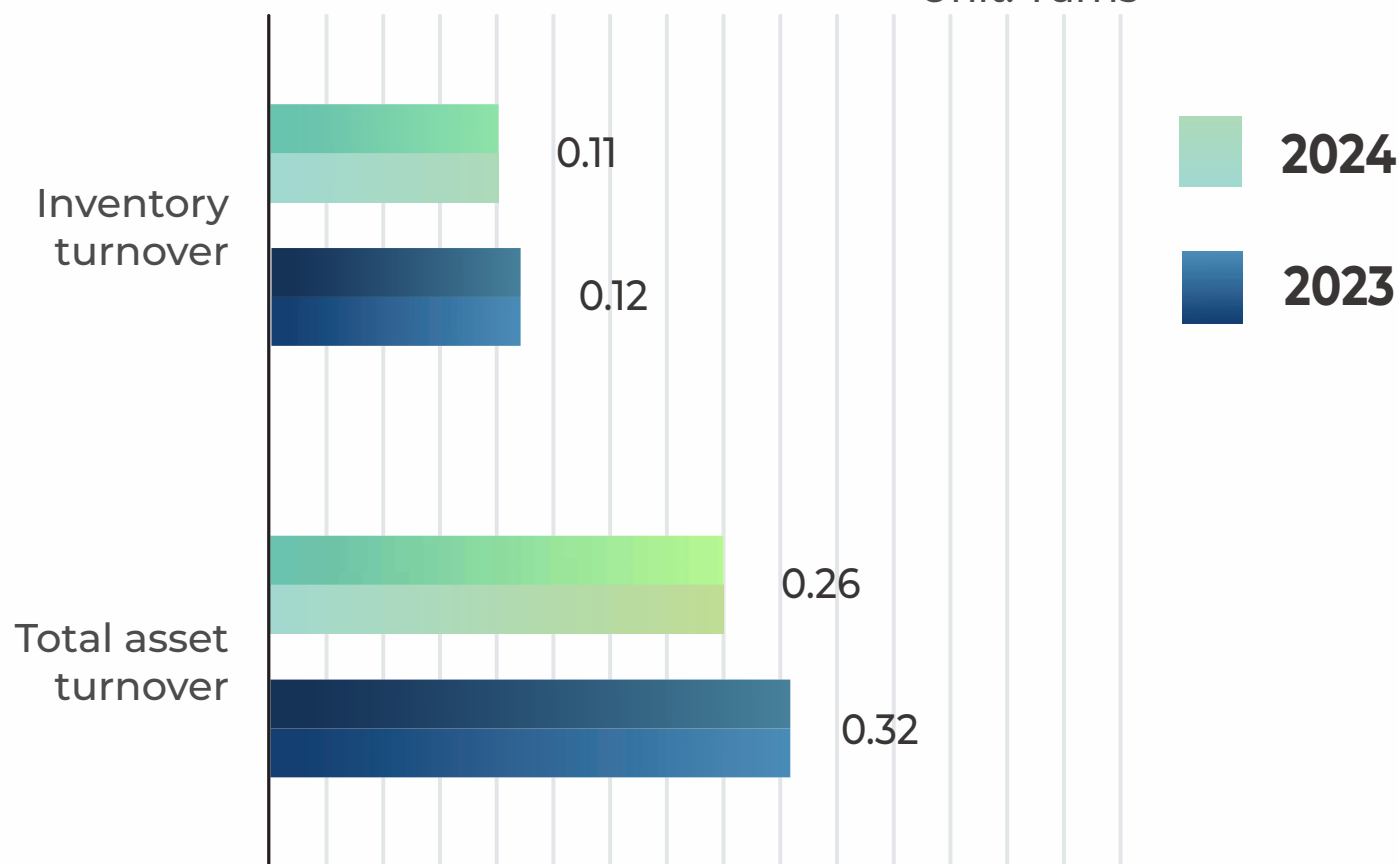
As of December 31, 2024, SZC's capital structure indicators have improved significantly, especially in reducing the pressure of using financial leverage compared to 2023. The debt/total assets ratio decreased by 12.79%, especially the debt/equity ratio recorded a sharp decrease of 135.81%, from 300.68% in 2023 to 164.87% in 2024. This clearly demonstrates the company's capital restructuring policy, reducing dependence on borrowed capital.

The main reason for this difference comes from the fact that payables are kept stable at over 5,000 million VND, and tend to decrease slightly compared to 2023, while the company's total assets recorded a growth of 18.17% and owner's equity grew strongly by 78.76%. Most of the funding for fixed asset purchases and investments in new projects during the year came from cash flow through stock issuance. This both reduces financial pressure from loans and strengthens stability in the financial structure, ensuring solvency and maintaining capital stability for long-term projects. This will be a solid foundation for the company in the process of developing and expanding the scale of industrial park and urban area projects in the coming time.

FINANCIAL SITUATION

OPERATION CAPABILITY RATIO

Unit: Turns



In 2024, the Company did not record significant changes in operating capacity indicators. Specifically, Inventory turnover decreased by 0.06 turns from 0.32 turns in 2023 to 0.26 turns in 2024 and total asset turnover decreased slightly by 0.01 turns. The slight decrease in these financial indicators comes from the fact that the company is continuing to complete the Chau Duc Urban Area and Sonadezi Huu Phuoc Residential

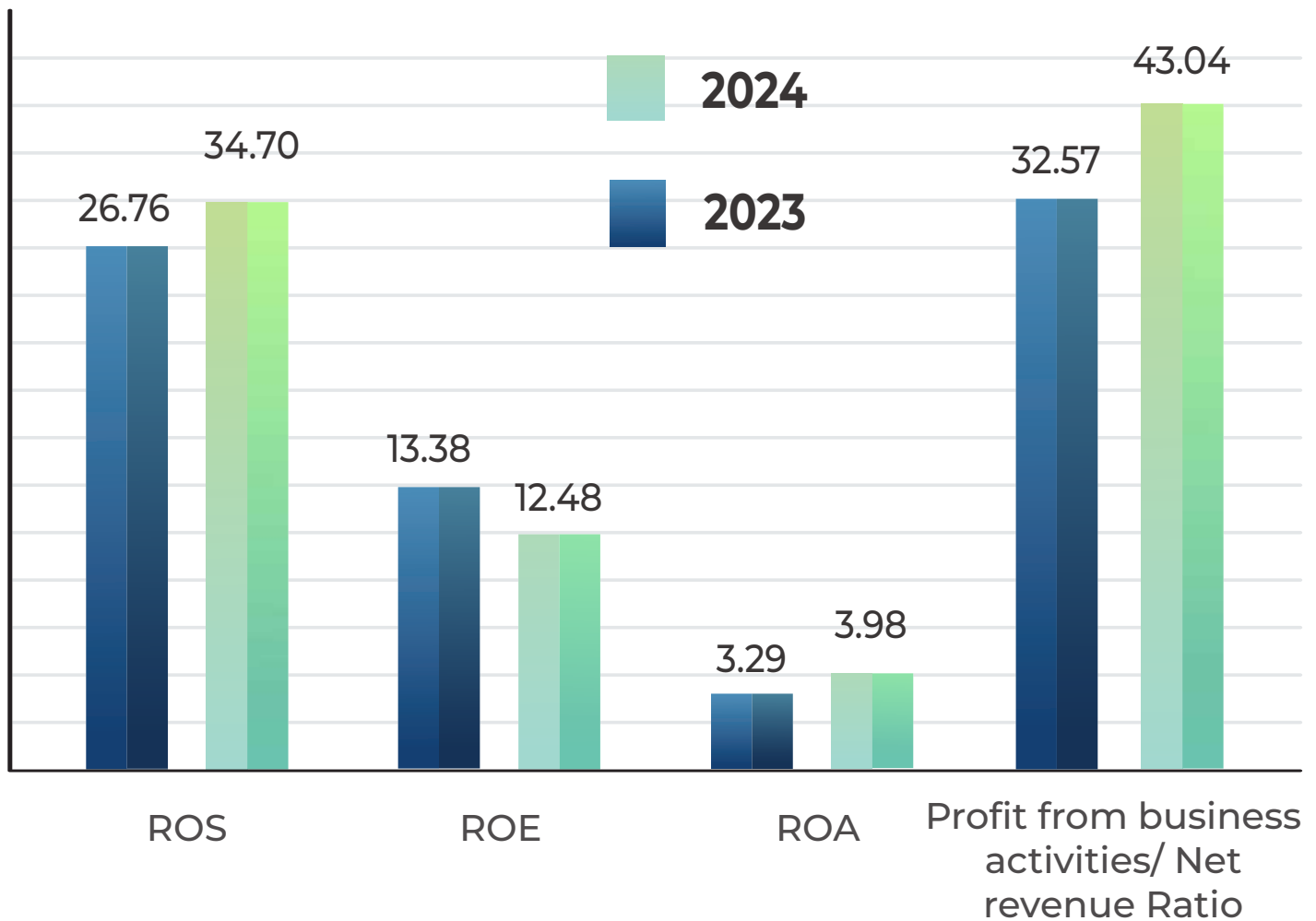
Area phase 2 projects, along with the implementation of a new social housing project, but the handover rate of the projects is still low, the main source of income comes from land and factory leasing while the invested construction projects have not generated corresponding revenue. The net revenue growth rate (6.45%) did not keep up with the increase in total assets (18.17%).

Although these indicators are stable and suitable for a company operating in the real estate - industrial park sector, SZC always values the company's asset management, ensuring investment efficiency, avoiding the situation where project development costs exceed expectations or project progress is prolonged, increasing the burden of capital costs.

FINANCIAL SITUATION

PROFITABILITY

Unit: %



In general, SZC's profitability index in 2024 has improved strongly, reflecting a year in which the Company not only operated well but also did business effectively. Specifically, the Ratio of Profit After Tax/Net Revenue (ROS) and the Ratio of Profit from Production and Business Activities/Net Revenue reached impressive increases of 7.94% and 10.48%, respectively, bringing these ratios to 34.70% and 43.04%, respectively. This increase is mainly due to the company's effective cost management and cost of capital policies. Optimizing input costs while still maintaining strong revenue growth has directly and positively impacted profits, causing the company's profit after tax to grow by more than 38% over the same period.

However, the Ratio of Profit After Tax/Average Equity (ROE) decreased slightly by 0.90%, although the Ratio of Profit After Tax/Average Total Assets (ROA) improved by 0.69%. This reflects the fact that the company's capital growth rate is higher than its revenue growth rate. As a result, the company may be facing the risk of excess capital, and the pressure on capital costs has also increased significantly, which may lead to some challenges in profitability on equity and assets.

Therefore, the company always regularly monitors and evaluates business results, develops long-term development strategies to accumulate sufficient resources and prepare to attract projects from the upcoming FDI wave, while still ensuring maximum exploitation of existing assets and capital.

SHAREHOLDERS STRUCTURE CHANGE IN THE OWNER'S EQUITY

SHARE INFORMATION



**SONADEZI
CHAUDUC**
MEMBER OF SONADEZI

SHAREHOLDERS STRUCTURE CHANGE IN THE OWNER'S EQUITY

SHARE INFORMATION

As of December 31, 2024

No.	Type of Shareholder	Number of Share	Ownership ratio/Charter capital	Number of Shareholders	Number of Shareholders	
					Institutional	Individual
I	State shareholder	5,040,000	2.80%	1	1	-
II	Major shareholders (holding 5% or more of share capital)	102,456,000	56.92%	2	2	-
1	Domestic	102,456,000	56.92%	2	2	-
2	Foreign	-	-	-	-	-
III	Other shareholders	72,489,863	40.28%	9,073	55	9,018
1	Domestic	67,487,463	37.50%	8,992	37	8,955
2	Foreign	5,002,400	2.78%	81	18	63
Total (I+II+III)		179,985,863	100%	9,076	58	9,018

LIST OF MAJOR SHAREHOLDERS

As of December 31, 2024

No.	Name	Address	Number of shares	Ownership ratio/Charter capital (%)
1	Sonadezi Corporation	No. 1 Street 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam	84,312,000	46.84%
2	Sonadezi Long Thanh JSC	Long Thanh Industrial Park, Tam An Commune, Long Thanh District, Dong Nai Province	18,144,000	10.08%

Maximum foreign ownership ratio as of December 31, 2024: **20%**

SHAREHOLDERS STRUCTURE CHANGE IN THE OWNER'S EQUITY

CHANGES IN OWNER'S EQUITY

As of December 31, 2024

Time of capital increase	Actual contributed capital after issuance (VND)	Increased capital value (VND)	Form of capital increase	Issuing unit
2007	110,000,000,000	-	Company establishment capital	Dong Nai Department of Planning and Investment
10/2007	700,000,000,000	590,000,000,000	Public offering	Dong Nai Department of Planning and Investment
2015	1,000,000,000,000	300,000,000,000	Private placement	SSC; Dong Nai Department of Planning and Investment
2023	1,199,999,610,000	199,999,610,000	Issuing shares to pay dividends	SSC; Dong Nai Department of Planning and Investment
2024	1,799,858,630,000	599,859,020,000	Public offering	SSC; Dong Nai Department of Planning and Investment

TREASURY STOCK TRANSACTIONS

None



SHAREHOLDERS STRUCTURE CHANGE IN THE OWNER'S EQUITY

OTHER SECURITIES

Information on SZCH2126001 bonds as of December 31, 2024

Bond Code	SZCH2126001	Currency	VND
Par Value	1,000,000,000	Term	5 years
Remaining Term	373 days	Issue Volume	500
Repurchase/Conversion/ Exchange Volume	300	Outstanding Volume	200
Issue Date	08/01/2021	Maturity Date	08/01/2026
Issue Method	Issuing Agent	Bond Type	Ordinary Bond
Principal Payment Method	One-time payment at maturity	Interest Payment Method	Periodic - End of period
Issue Interest Rate (%/year)	7.7%	Interest Payment Type	Coupon
Interest Rate Type	Combined	Interest Payment Frequency	3 Months
Convertible Bond	No	Bond with Warrants	No
Secured Bond	Yes	Security Form	Partial Payment Guarantee; Asset- Backed
Repurchase/Exchange	Repurchase	Depository Organization	Vietnam Securities Depository and Clearing Corporation
Bondholder Representative Organization	No	Bond Status	Suspended from trading

SHAREHOLDERS STRUCTURE CHANGE IN THE OWNER'S EQUITY

OTHER SECURITIES

Information on SZCH2126001 bond transactions as of December 31, 2024 (*)

Trading Bond Code	SZC12101	ISIN Code	VN0SZC121012
Trading Registration Status	Suspended from trading	First Trading Date	11/10/2023
Last Trading Date	-	Registered Trading Volume	200
Bond Trading Participants	Professional Individuals; Professional Organizations		

(*) Note:

Based on the proposal to suspend trading of privately placed corporate bonds registered for trading No. 1456.2024/SZC-TCKT dated December 10, 2024, of Sonadezi Chau Duc Shareholding Company.

Based on the notice No. 5292/TB-SGDHN dated December 16, 2024, regarding the suspension of trading of SZC12101 bonds of Sonadezi Chau Duc Shareholding Company with the following content:

- Trading suspension date: December 25, 2024;
- Reason for suspension: The enterprise repurchases bonds before maturity, which is a case of trading suspension as prescribed in point a, clause 1, Article 12 of the Regulation on trading of privately placed corporate bonds.

Currently, all 200 SZCH2126001 bonds corresponding to 200 billion VND have been completely repurchased by Sonadezi Chau Duc on January 8, 2025.





SONADEZI
CHAUDUC
MEMBER OF SONADEZI



03

REPORTS AND ASSESSMENTS OF THE BOARD OF MANAGEMENT

ASSESSMENT OF OPERATING RESULTS

FINANCIAL SITUATION

**IMPROVEMENTS IN ORGANIZATIONAL STRUCTURE, POLICIES, AND
MANAGEMENT**

DEVELOPMENT PLANS IN FUTURE

**EXPLANATION OF THE BOARD OF MANAGEMENT FOR AUDITOR'S
OPINIONS**

**ASSESSMENT REPORT RELATED TO ENVIRONMENTAL AND SOCIAL
RESPONSIBILITIES OF THE COMPANY**

SONADEZI
CHAU ĐỨC
CÔNG TY CỔ PHẦN SONADEZI

TỔNG CÔNG TY SONADEZI
CÔNG TY CỔ PHẦN SONADEZI CHÂU ĐỨC

LỄ TỔNG KẾT NĂM 2024 GIAO KẾT NĂM 2025

Ngày

25

ASSESSMENT OF OPERATING RESULTS

After more than 17 years of formation and development, Sonadezi Chau Duc has been establishing a firm position as a leading enterprise in the field of industrial park - urban development in Ba Ria - Vung Tau province in particular and the whole country in general. In addition, Sonadezi Chau Duc also upholds the quality and responsibility of employees along with reasonable strategies for each different period, contributing to the sustainable development of Sonadezi Chau Duc in particular and society in general.

ADVANTAGES

In the first half of 2024, the National Assembly accelerated the early passage of the draft Law amending and supplementing a number of articles of the Land Law No. 31/2024/QH15, the Housing Law No. 27/2023/QH15, the Real Estate Business Law No. 29/2023/QH15, and the Law on Credit Institutions No. 32/2024/QH15 effective from August 1, 2024, is a great effort by the National Assembly and the Government in quickly bringing the State's policies and laws into life, removing difficulties and obstacles and creating motivation for the recovery of the real estate market after the crisis period of 2022 - 2023. These projects not only have a strong impact on the real estate market but also promote the operation of Sonadezi Chau Duc Shareholding Company by removing obstacles related to legal issues related to land.

IN THE FIRST HALF OF 2024



IN THE SECOND HALF OF 2024

In the second half of 2024, the Prime Minister signed Official Dispatch No. 104/CD-TTg dated October 8, 2024, urging the acceleration of disbursement of public investment capital to reduce the time for carrying out administrative procedures related to disbursement of public investment capital by at least 30%, promoting the work of payment and settlement of public investment capital, not allowing backlogs of completed volumes that are not paid, and not allowing payment to be delayed until the end of the year. Thereby promoting the implementation and completion of important traffic infrastructure projects connecting Vung Tau with other key economic regions in the country and internationally such as Long Thanh Airport, Bien Hoa - Vung Tau Expressway, Belt Project 4, Upgrading Hoi Bai - Chau Pha - Da Bac - Phuoc Tan Road,... This is a key factor in reversing the trend of FDI capital from neighboring provinces such as Binh Duong, Dong Nai to Vung Tau.



Sonadezi Chau Duc Shareholding Company continues to promote the development of Chau Duc Industrial Park in the overall project of Chau Duc Industrial Park - urban area and golf course with a loan of up to 2,000 billion VND from Vietnam Joint Stock Commercial Bank for Industry and Trade, making a significant contribution to Sonadezi Chau Duc's business results in recent years. Chau Duc Industrial Park - urban area and golf course will be an attractive destination for investors when located in a prime location in the southern key economic region, near Long Thanh Airport, Thi Vai - Cai Mep Port, etc.

ASSESSMENT OF OPERATING RESULTS

DIFFICULTIES

2024 is a volatile year for the Vietnamese economy in particular and the world economy in general. Unstable factors such as rising raw material prices, embargo policies, tax increases, interest rate reductions, etc. stemming from fierce competition between superpowers to shape the world order, geopolitical fragmentation, the Russia - Ukraine war or elections in the United States, FED interest rate adjustments, etc. Vietnam facing global fluctuations is also greatly affected. In particular, the real estate market has become increasingly difficult in terms of legality, capital sources, and liquidity,... supply and demand imbalances, high demand but limited supply lead to rising house prices.



ASSESSMENT OF OPERATING RESULTS

THE COMPANY'S ACHIEVEMENTS

2024 with many market fluctuations, difficulties and challenges in land prices, legal procedures, and regulations on site clearance strongly affected the Company. However, with the dedicated direction and reasonable strategies and policies of the Board of Directors, Sonadezi Chau Duc has successfully completed the goals set out in 2024. Specifically:

Unit: Million VND

No.	Criteria	2023	2024	% Increase/ Decrease
1	Total Revenue	835,996	910,894	8.96%
2	Total Expenses	569,119	536,294	(5.77%)
3	Profit before tax	266,877	374,600	40.36%
4	Corporate income tax	48,004	72,473	50.97%
5	Profit after tax	218,873	302,127	38.04%

In general, the business situation in 2024, although facing many difficulties and challenges from the macroeconomic fluctuations, still has positive highlights reflecting the Company's continuous efforts throughout the year.

This result is thanks to efforts to find and attract FDI capital from abroad into large-scale projects along with practical solutions of the Company in cost control, improving service quality, employee quality, optimizing and speeding up legal processes, especially in the field of real estate - industrial parks.



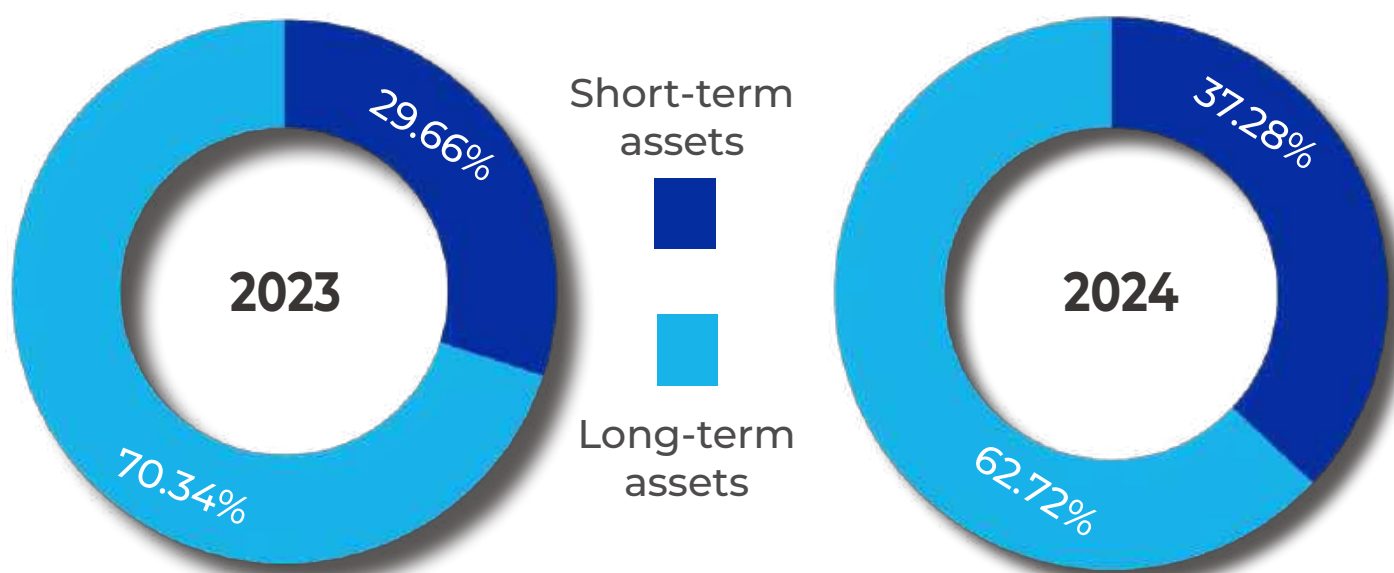
2024

FINANCIAL SITUATION

ASSET SITUATION

Unit: Million VND

Criteria	2023		2024		2024/2023
	Value	Proportion	Value	Proportion	
Short-term assets	2,064,409	29.66%	3,066,828	37.28%	148.56%
Long-term assets	4,896,720	70.34%	5,158,972	62.72%	105.36%
Total assets	6,961,129	100%	8,225,800	100%	118.17%



The Company's total assets increased strongly in 2024, reaching 8,225,800 million VND, an increase of 18.17% compared to the same period last year. Short-term assets contributed greatly to this strong growth when in 1 year, the Company's short-term assets increased by nearly 49%, while long-term assets only increased slightly by more than 5% over the same period. The reason for this increase in short-term assets is that a large amount of money, up to more than 600 billion VND, was deposited by the Company in the bank for a short term of under 3 months to ensure liquidity and payment for the Company's upcoming project costs. Along with that, nearly 23 billion VND was paid in advance by the Company to suppliers to prepare for business operations in 2025 and nearly 60 billion VND in short-term receivables. In addition, the Company's asset structure in

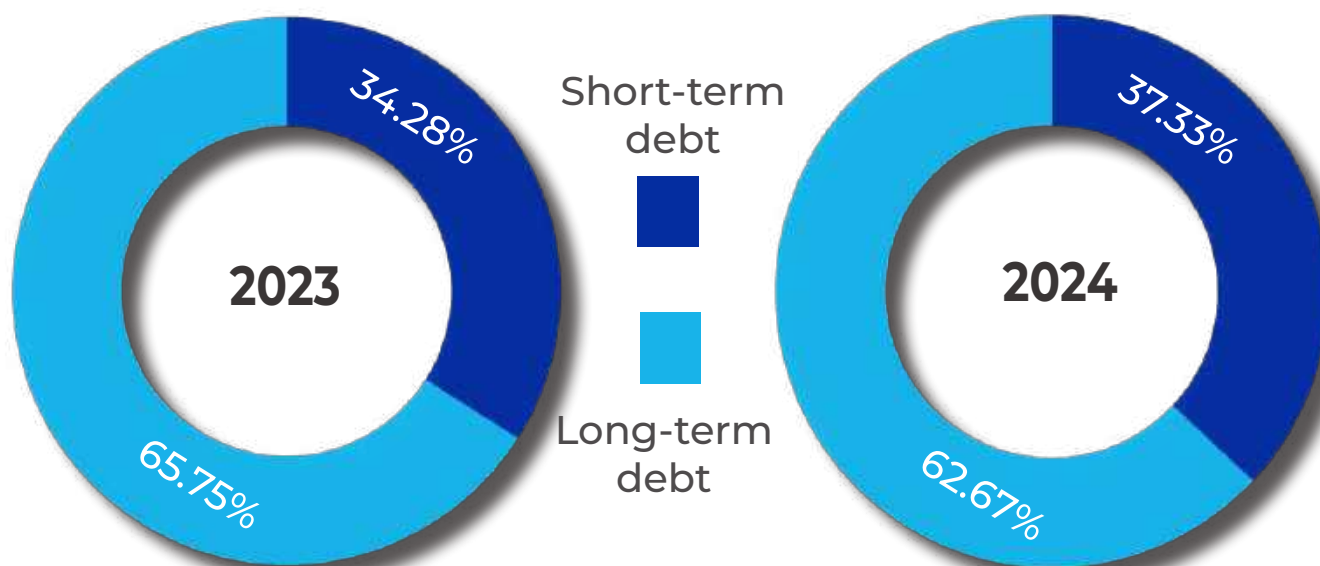
2024 generally did not have too many fluctuations when long-term assets still accounted for a high proportion, although decreasing compared to 2023 but still reached a proportion of 62.72% in 2024. Specifically, long-term assets as of December 31, 2024 reached 5,158,972 million VND, although there was an increase, the increase was not significant compared to the growth rate of short-term assets - reaching more than 3,066,828 million VND by the end of 2024, so the proportion of long-term assets decreased compared to the same period last year. In which, construction in progress in the item of long-term unfinished assets accounted for the largest proportion with more than 38.27%, reaching 3,148,112 million VND due to the Company continuing to invest in the urban and industrial park project with compensation costs, site clearance, construction consulting and construction costs up to 2,403,287 million VND.

FINANCIAL SITUATION

DEBT PAYABLE

Unit: Million VND

Criteria	2023		2024		2024/2023
	Value	Proportion	Value	Proportion	
Short-term debt	1,789,360	34.25%	1,911,546	37.33%	106.83%
Long-term debt	3,434,453	65.75%	3,208,703	62.67%	93.43%
Total liabilities	5,223,813	100%	5,120,249	100%	98.02%



In general, the Company's debt structure in 2024 did not change significantly when long-term debt still accounted for a significant proportion with more than 62.67%, a slight decrease of 6.57% compared to 2023, reaching 3,208,703 million VND. Meanwhile, short-term debt remained high at 1,911,546 million VND, an increase of 6.83% and accounting for more than 37.33% of total liabilities. The explanation for this increase and decrease mainly comes from long-term loans that have reached maturity and the item of short-term prepaid by buyers increased sharply when Sonadezi Chau Duc's customer companies prepaid land lease and industrial park infrastructure fees.

With the specific field of business being real estate requiring large capital, the Company must mobilize capital from loans from external credit institutions when total liabilities account for 62.25% of the Company's capital structure, reaching 5,120,249 million VND in 2024, especially debt items account for a large proportion of the debt structure. This rate has decreased slightly since the Company promoted the use of financial leverage for the Sonadezi Huu Phuoc Residential Area project in late 2020 thanks to the Company's capital structure policies. In 2024, the Company increased its capital by implementing a plan to issue shares to existing shareholders to reduce debt pressure.

IMPROVEMENTS IN ORGANIZATIONAL STRUCTURE, POLICIES, AND MANAGEMENT



In 2024, the Company's Board of General Directors continued to focus on fostering and developing a core team of officials and implementing training programs for employees, focusing on improving, adjusting, and restructuring the organizational chart of departments and factories. Thereby, ensuring the Company's stable operation, always promoting solidarity, creativity, innovative thinking and always supporting each other, coordinating closely and effectively in the collective.

DEVELOPMENT PLANS IN FUTURE

In general, the Company's business situation in 2024 includes many positive highlights, clearly shown in the year-end summary results when the Company successfully completed and achieved all the goals set out at the beginning of this year. This result is thanks to efforts to find and attract FDI capital from abroad into large-scale projects along with practical solutions of the Company.



Revenue

911 billion VND

achieving **103%** of the plan



Profit after tax

302 billion VND

achieving **132%** of the plan



Total payables to the state budget

148 billion VND

achieving **107%** of the plan

In the coming year, Sonadezi Chau Duc will focus on completing relevant legal procedures, promoting site clearance to expand clean land fund. At the same time, promoting the business of shophouse products and adjacent houses in phase 2 of Sonadezi Huu Phuoc Residential Area, completing the construction of social housing in Sonadezi Huu Phuoc Residential Area and striving to complete procedures so that BOT road 768 can resume toll collection in 2025 to contribute to maintaining and promoting the Company's business situation.

DEVELOPMENT PLANS IN FUTURE

PRODUCTION AND BUSINESS PLAN FOR 2025

No.	Content	Unit	2025 Plan
1	Revenue	Million VND	930,896
2	Profit after tax	Million VND	302,277
3	Total payables to the state budget	Million VND	148,200
4	Total salary fund	Million VND	47,560
5	Average total labor	Person	147

INVESTMENT PLAN

No.	Investment item	Total investment (million VND)
1	Compensation for site clearance	1,207,710
2	Basic construction investment	437,617

EXPLANATION OF THE BOARD OF MANAGEMENT FOR AUDITOR'S OPINIONS

According to the 2024 audited financial statements, the auditing unit, RSM Auditing and Consulting Company Limited, gave an unqualified audit opinion on the Company's report, so the Board of General Directors has no additional explanation.



ASSESSMENT REPORT RELATED TO ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES OF THE COMPANY



ASSESSMENT CONCERNING THE ENVIRONMENTAL INDICATORS (WATER CONSUMPTION, ENERGY, EMISSIONS, ETC.)

The Company always strictly complies with the directives and legal regulations related to the Environmental Law, considering this not only a legal responsibility but also a top criterion in its operations. Sonadezi Chau Duc is committed to fully, accurately and effectively implementing environmental protection measures in accordance with the law. At the same time, the Company constantly takes advantage of opportunities to minimize negative impacts on the environment, along with creating modern and environmentally friendly real estate projects and towards sustainable development.

ASSESSMENT CONCERNING THE LABOR ISSUES

In order to create the most favorable conditions for employees in the work process, the Company's Board of General Directors always pays attention to welfare policies, ensures full and timely payment of salaries, and at the same time strictly implements the regimes agreed upon in the Collective Labor Agreement, internal regulations and regulations of the Company. Every year, the Company also ensures that employees fully participate in insurance regimes including Social Insurance, Health Insurance and Unemployment Insurance in accordance with the law.

In addition, the Company always listens and absorbs feedback and contributions from employees to make appropriate adjustments to the actual situation. Valuable contributions will be recognized and rewarded accordingly. The Company also focuses on ensuring a standard working environment with adequate light, fresh air, good sanitation conditions, and adequate labor safety and labor protection regimes. During the time working at the Company, emulation movements are always organized enthusiastically, creating a cheerful, exciting atmosphere and a spirit of solidarity among all employees.



ASSESSMENT REPORT RELATED TO ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES OF THE COMPANY

ASSESSMENT CONCERNING THE CORPORATE RESPONSIBILITY FOR THE LOCAL COMMUNITY

Besides continuous efforts to improve investment efficiency, the Company also actively participates in community support activities, especially in areas where the Company develops projects. With the motto “together for development and stability,” social charity and companionship with the local community have become a cultural beauty of Sonadezi Chau Duc Shareholding Company. In the future, the Company will continue to maintain and promote this tradition, considering it an important foundation to promote sustainable development. At the same time, these efforts also contribute to affirming Sonadezi Chau Duc's position on the path to becoming one of the leading enterprises in the field of industrial real estate investment and business in Vietnam.

2024





04

ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION

**ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE
COMPANY'S OPERATION**

**ASSESSMENT OF BOARD OF DIRECTORS ON BOARD OF
MANAGEMENT'S PERFORMANCE**

PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS



ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION

ABOUT THE BOARD OF DIRECTORS MEETINGS



During the year, the Board of Directors held 5 meetings, all of which were conducted in accordance with the prescribed procedures, ensuring transparency and compliance with legal regulations. Meeting invitations and related documents were fully sent to the BOD members and the Board of Supervisors for timely review and comments.



The decisions passed in the meetings and those taken by written opinion of the BOD were in accordance with legal regulations, the Company's Charter and internal regulations on corporate governance. At the same time, these decisions ensure consistency with the General Meeting of Shareholders' Resolution as well as the Company's business strategy and plans.



The minutes of the Board of Directors meetings are fully recorded, reflecting in detail the content of the meeting, with the signature of the Chairman, the Secretary and attending members. The minutes are also sent to the members in accordance with current regulations, ensuring transparency, timeliness and accuracy in corporate governance.

ON COMPLIANCE WITH THE STATE'S REGULATIONS AND LAWS



All contracts and transactions with related parties are approved by the BOD and fully and promptly disclosed in accordance with legal regulations. According to the assessment of the independent member of the BOD, the Company has strictly complied with the provisions of the Enterprise Law, the Securities Law and legal documents related to business operations, ensuring transparency and openness in the management process.



Regarding the selection of contractors to implement projects, the Company complies with the provisions of the Bidding Law, ensuring competitiveness, fairness and efficiency. The BOD has authorized the Chairman of the BOD to sign decisions related to the establishment of an appraisal team and approve the contractor selection plan, in order to speed up project implementation and ensure rigor in the bidding process.





ASSESSMENT OF BOARD OF DIRECTORS ON BOARD OF MANAGEMENT'S PERFORMANCE

The Board of General Directors consists of 04 members, relieved Mr. Dinh Ngoc Thuan from the position of Deputy General Director on June 28, 2024 and appointed Mr. Hoang Van Chi on July 01, 2024, the Board of General Directors has assigned tasks to each member to implement the Resolutions, Decisions of the Board of Directors and make information disclosure as prescribed.

Based on the Resolution of the Board of Directors, the Board of General Directors has organized, implemented, and directed business operations, closely following the guidelines set out by the General Meeting of Shareholders and the Board of Directors. The Board of General Directors has held regular and unscheduled meetings to review plans and resolve difficulties and problems for the Company's Departments/Boards/Enterprise.

In general, the Board of General Directors has been proactive and positive in implementing the policies and decisions of the Board of Directors, while strictly complying with the Company's internal regulations and current laws. The close coordination and high consensus between the Board of Directors and the Board of General Directors have contributed to building an effective and transparent management environment, improving the quality of corporate governance and optimizing the Company's operations.



2024



PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS

ORIENTATIONS IN THE FUTURE

Make timely, transparent and public information disclosures on the Company's corporate governance situation to shareholders, investors, and authorities, ensuring the highest benefits for shareholders.

1

Direct the Board of General Directors to continue to invest in the completion of technical infrastructure and management of Industrial Parks, and effectively invest in projects such as Chau Duc Golf Course, Sonadezi Huu Phuoc Residential Area...

2

Continue to build, consolidate and develop the Company's brand.

3

Closely supervise the Board of General Directors in project implementation. Continue to implement BOT Road 768 Project, Social Housing Construction Investment Project, Sonadezi Huu Phuoc Residential Area according to the plan approved by the General Meeting of Shareholders.

4

Continue to strengthen the direction and close supervision of the Company's production and business activities, and at the same time create favorable conditions for the Board of General Directors to complete the set plan targets.

5

PLANS AND ORIENTATIONS OF THE BOARD OF DIRECTORS

PLAN FOR 2025

Unit: Million VND

No.	Criteria	Value
1	Total revenue	930,896
2	Profit after tax	302,277
3	Total taxes and payables to the state budget	148,200
4	Total compensation for site clearance	1,207,710
5	Total basic construction investment	437,617

MEASURES TO COMPLETE THE PLAN

To successfully complete the plan set out for 2025, the Company will continue to proactively promote investment and business in projects, focusing on completing relevant legal procedures, and accelerating site clearance to expand the clean land fund for leasing and project investment activities. At the same time, promote the business of shophouse products and adjacent houses in phase 2 of Sonadezi Huu Phuoc Residential Area, complete the construction of social housing in Sonadezi Huu Phuoc Residential Area and strive to complete procedures so that BOT road 768 can resume toll collection in 2025. Some specific contents that need to be implemented are as follows:

- Focus on compensation for site clearance for the remaining area of the project, and at the same time find appropriate solutions to completely handle the scattered situation in the areas where site clearance has not been completed.
- Continue to promote marketing and advertising activities through newspapers, electronic commerce channels and strengthen cooperation with trade associations, consulting organizations, and brokers.
- Continue to complete the technical infrastructure of the Industrial Park to serve the investment attraction.
- Participate in investment promotion programs organized by Sonadezi Corporation and the Provincial People's Committee to seek and select suitable investment promotion opportunities.
- Complete legal procedures and deploy technical infrastructure for Chau Duc Urban Area project.
- Maintain the application of ISO 9001:2015 & ISO 14001:2015 standards to continue to satisfy customer requirements and enhance the Company's brand.
- Put the BOT 768 road project into stable operation and generate revenue for the Company.
- Implement the KPI performance evaluation system to speed up work processing and increase work efficiency.
- Complete the intellectual property registration for the Company's brands. Continue to upgrade and renovate the brand identity system such as: advertising panels, signposts, gateways, brochures, websites, sand tables, diagrams, maps...
- Implement digital transformation and smart management reporting according to the general policy of Sonadezi Corporation.



05

SUSTAINABILITY DEVELOPMENT REPORT

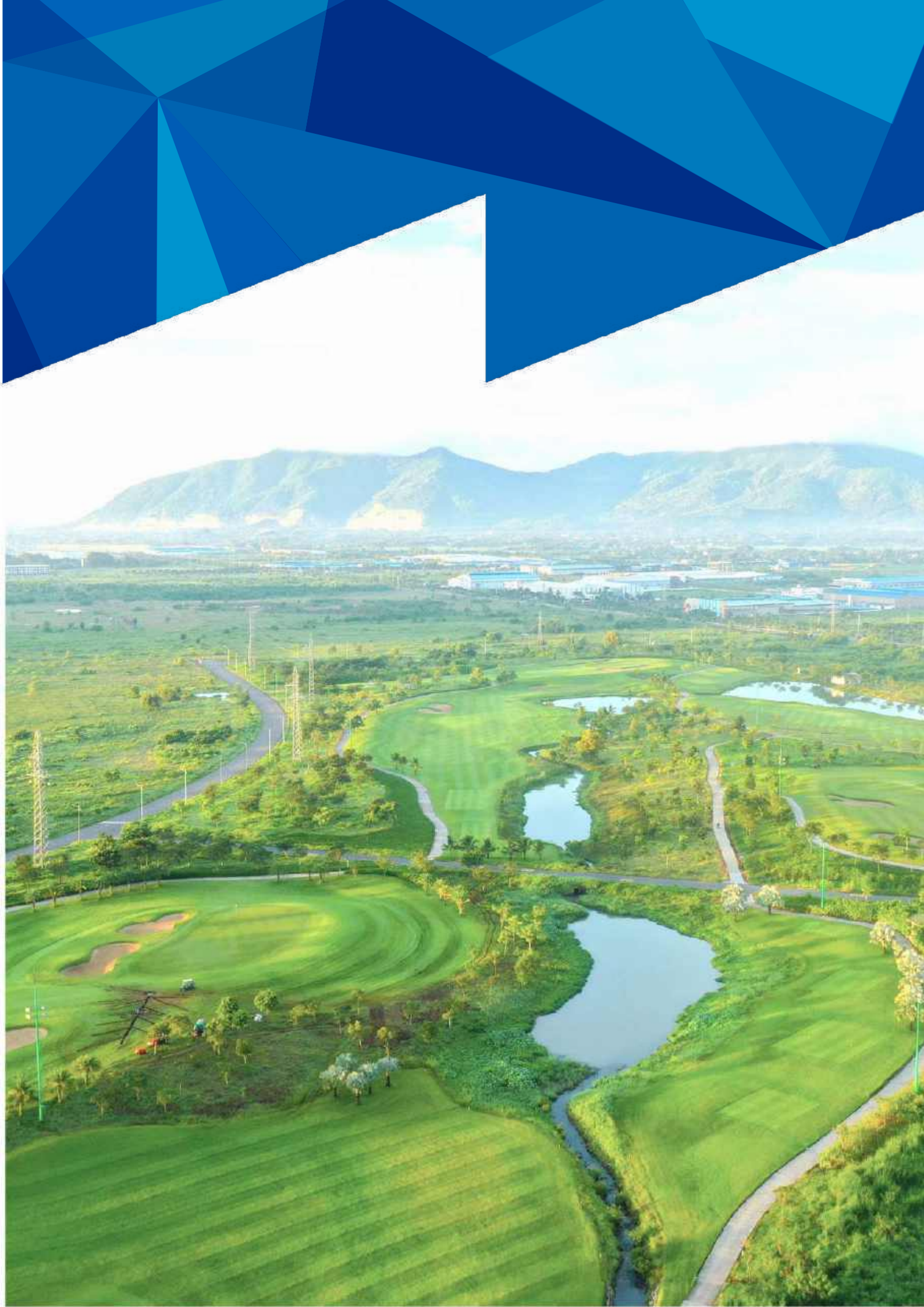
LABOR POLICIES TO ENSURE HEALTH, SAFETY AND WELFARE OF WORKERS

REPORT ON RESPONSIBILITY FOR LOCAL COMMUNITY

CORPORATE OBJECTIVES WITH REGARD TO CORPORATE ENVIRONMENT, SOCIETY AND COMMUNITY SUSTAINABILITY ENVIRONMENT-SOCIAL-GOVERNANCE (ESG) REPORT OF THE COMPANY

IMPLEMENTING PERIODIC ANNUAL ENVIRONMENTAL MONITORING AND PROTECTION REPORTS

REPORT ON GREEN CAPITAL MARKET ACTIVITIES UNDER THE GUIDANCE OF THE SSC



ISO 14001:2015

Phạm vi chứng nhận

Địa điểm	Dịch vụ	Thước đo
QUỐC DƯƠNG	TẦNG 9, TÒA NHÀ SONADEZI, SỐ 1, ĐƯỜNG 1, KCN BIÊN HÒA 1, PHƯỜNG AN BÌNH, TP. BIÊN HÒA, TỈNH ĐỒNG NAI, VIỆT NAM	ĐẦU TƯ DỰ ÁN BOT-GIAO THÔNG
NHÀ MÁY SẢN XUẤT GỖ	QUẬN 1P, ĐƯỜNG 1P, KINH DOANH VÀ VẬN HÀNH CƠ SỞ HẠ TẦNG VÀ DỊCH VỤ HỖ TRỢ CHO KHU CÔNG NGHIỆP, NHÀ XƯỞNG XÂY SẴN.	QUẢN LÝ, ĐẦU TƯ, KINH DOANH VÀ VẬN HÀNH BẤT ĐỘNG SẢN DÂN DỤNG VÀ SÂN GOLF.
	QUẬN 1P, ĐƯỜNG 1P, KINH DOANH VÀ VẬN HÀNH CƠ SỞ HẠ TẦNG VÀ DỊCH VỤ HỖ TRỢ CHO KHU CÔNG NGHIỆP, NHÀ XƯỞNG XÂY SẴN.	QUẢN LÝ DỰ ÁN, TƯ VẤN GIÁM SÁT CÔNG TRÌNH XÂY DỰNG DÂN DỤNG VÀ CÔNG NGHIỆP.

CÔNG TY CỔ PHẦN SONADEZI CHÂU ĐỨC

TẦNG 9, TÒA NHÀ SONADEZI, SỐ 1, ĐƯỜNG 1, KCN BIÊN HÒA 1, PHƯỜNG AN BÌNH, TP. BIÊN HÒA, TỈNH ĐỒNG NAI, VIỆT NAM

Đây là giấy chứng nhận nhiều địa điểm, chi tiết của các địa điểm được liệt kê trong trang kế tiếp.
Bureau Veritas Certification Holding SAS - chi nhánh UK chứng nhận Hệ Thống Quản Lý của tổ chức nói trên đã được đánh giá và được công nhận phù hợp với những yêu cầu của tiêu chuẩn hệ thống quản lý sau đây

ISO 14001:2015

Phạm vi chứng nhận

ĐẦU TƯ DỰ ÁN BOT-GIAO THÔNG;

QUẢN LÝ, ĐẦU TƯ, KINH DOANH VÀ VẬN HÀNH CƠ SỞ HẠ TẦNG VÀ DỊCH VỤ HỖ TRỢ CHO KHU CÔNG NGHIỆP, NHÀ XƯỞNG XÂY SẴN.

QUẢN LÝ, ĐẦU TƯ, KINH DOANH VÀ VẬN HÀNH BẤT ĐỘNG SẢN DÂN DỤNG VÀ SÂN GOLF.

QUẢN LÝ DỰ ÁN, TƯ VẤN GIÁM SÁT CÔNG TRÌNH XÂY DỰNG DÂN DỤNG VÀ CÔNG NGHIỆP.

ISO 9001:2015

Scope of certification

INVESTMENT IN BOT (BUILD-OPERATE-TRANSFER) TRANSPORTATION PROJECT; MANAGEMENT, INVESTMENT, TRADING AND OPERATION OF INFRASTRUCTURE AND SUPPORT SERVICES FOR INDUSTRIAL ZONES AND READY-BUILT FACTORIES; MANAGEMENT, INVESTMENT, TRADING, AND OPERATION OF RESIDENTIAL REAL ESTATE AND GOLF COURSES; MANAGEMENT AND SUPERVISION OF CONSTRUCTION PROJECTS FOR CIVIL AND INDUSTRIAL.

Ngày nhận ban đầu:

07-01-2019

Ngày gia hạn chu kỳ trước:

NA

Ngày gia hạn chứng nhận / tái chứng nhận:

NA

Ngày gia hạn chứng nhận / tái chứng nhận:

04-12-2024

Ngày gia hạn chứng nhận / tái chứng nhận: sự vận hành thỏa mãn liên tục của Hệ Thống Quản Lý Chất Lượng, giấy chứng nhận có hiệu lực đến ngày:

06-01-2028

Ngày chứng nhận: VN012016

Phiên bản: 1

Ngày phát hành: 04-12-2024

SUSTAINABILITY DEVELOPMENT REPORT



With its primary activities being urban, industrial park, residential area, and golf course development, Sonadezi Chau Duc Shareholding Company is well aware of the importance of environmental protection, as this not only directly affects business operations but also contributes to shaping the image and reputation of the enterprise. To date, the Company has been continuously building and implementing sustainable development plans, while maintaining measures to

protect the surrounding ecosystem. In addition to environmental protection policies, Sonadezi Chau Duc also pays special attention to policies related to employees - the core resource that determines the success of all activities. With abundant and high-quality human resources, the Company considers this a solid foundation to promote sustainable and long-term development.

OVERVIEW



LABOR POLICIES TO ENSURE HEALTH, SAFETY AND WELFARE OF WORKERS

ON HEALTH CARE

The Company always prioritizes ensuring the rights to health and safety for employees. In accordance with the 2019 Labor Code and the 2013 Employment Law, Sonadezi Chau Duc is committed to fully implementing insurance regimes, including Health Insurance, Social Insurance, and Unemployment Insurance for employees. In addition, the Company always fully equips labor safety equipment and safety devices according to standards to ensure the safest working environment.

To be ready to respond to emergencies, the Company maintains a team of dedicated medical staff, ready to provide first aid to employees in the event of an unfortunate labor accident. In addition, employees also participate in annual periodic health check-ups to ensure good health throughout their working process at the Company.

ABOUT WELFARE

At Sonadezi Chau Duc, employees not only receive competitive salaries, 13th-month pay and year-end bonuses but also enjoy a variety of welfare policies. The Company applies a flexible salary and bonus policy, appropriate to the position, capacity and skills of each employee. At the same time, individuals and groups with excellent achievements or initiatives for improvement, successfully applied to production, are also recognized and rewarded accordingly. This creates motivation for employees to maximize their creativity, contributing to improving the efficiency and quality of work. In addition to salary and bonus regimes, the Company also implements many programs

to take care of the spiritual and material life of employees. For difficult cases such as illness or sickness of themselves or relatives, the Company always promptly visits, encourages and supports living and treatment expenses. In particular, through close coordination with the grassroots Trade Union organization, Sonadezi Chau Duc regularly organizes activities to improve the spiritual life of employees. Employees are entitled to full annual leave according to the Labor Law, and annual leave regimes. The Company also gives gifts for the Mid-Autumn Festival, Lunar New Year and other holidays, creating joy and encouragement for employees.

ABOUT EMPLOYEE TRAINING ACTIVITIES

Board of Management of Sonadezi Chau Duc always consider the quality of human resources as the core factor determining the success of the business. Therefore, the work of training, fostering and developing human resources is always a top priority. The Company regularly organizes training programs to improve skills, craftsmanship and professional qualifications for employees. During the year, the company continuously sent officials and employees to participate in training courses and practice sessions on professional skills as well as necessary soft skills. This not only helps staff meet job requirements well but also creates conditions for them to develop and advance in their careers.



REPORT ON RESPONSIBILITY FOR LOCAL COMMUNITY

The company is always aware that sustainable development cannot be separated from the support and companionship of the community and society. Therefore, in addition to focusing on improving investment efficiency every year, Sonadezi Chau Duc also pays special attention to social and community activities through many meaningful programs.

Creating job opportunities and developing skills is one of Sonadezi Chau Duc's top priorities. The company focuses on providing training programs to improve skills for the local community, with the goal of creating stable jobs, contributing to improving the quality of life of people in the area.



JOB OPPORTUNITIES



FINANCIAL SUPPORT



Sonadezi Chau Duc always considers supporting those in difficult circumstances an indispensable responsibility. The company regularly organizes charity activities such as donations, financial support and provision of essential items for people in the community facing difficulties. In particular, Sonadezi Chau Duc also implements long-term support programs to help families and individuals have better living and development conditions. Sonadezi Chau Duc has joined hands with Sonadezi Corporation to implement and maintain a long-term program to support hospital fees for poor patients with implementation costs from 2018 to date of about 5 billion VND, which has promptly supported more than 500 patients in difficult circumstances.

REPORT ON RESPONSIBILITY FOR LOCAL COMMUNITY



Sonadezi Chau Duc pays special attention to providing support in the areas where projects are being implemented, such as Chau Duc district, Phu My town (Ba Ria - Vung Tau province), Bien Hoa city, Vinh Cuu district (Dong Nai province). This helps strengthen positive and in-depth interactions in the local community. From its positive contributions to the local and national socio-economic development over the years, Sonadezi Chau Duc has been awarded Certificates of Merit by the People's Committee of Ba Ria - Vung Tau province and the People's Committee of Dong Nai province for its outstanding achievements in production and business activities and contributions to social security in the area; excellent achievements in the patriotic emulation movement...

LOCAL COMMUNITY



CHARITY ACTIVITIES

Among the series of community activities the Company has undertaken, some notable ones include: supporting the Fund for the Poor, Charity Funds, the Fund for Victims of Agent Orange; building Great Solidarity houses and houses of gratitude; contributing to the care of policy beneficiaries. Additionally, the Company regularly collaborates with the Nghia Thanh and Suoi Nghe commune unions to visit and present gifts to wounded soldiers, martyrs, Vietnamese Heroic Mothers, and awarded 20 scholarships to disadvantaged students in Nghia Thanh commune in May 2024.

Sonadezi Chau Duc has implemented support for registration to purchase social housing in the Social Housing - Sonadezi Huu Phuoc Residential Area project with a scale of 210 apartments for disadvantaged people, based on Article 78 of the Housing Law No. 27/2023/QH15, Articles 29 and 30 of Decree No. 100/2024/ND-CP. Furthermore, last September, Sonadezi Chau Duc donated 2.5 billion VND to share the losses and support people in the North to overcome the damage caused by Typhoon No. 3 (Typhoon Yagi).



CORPORATE OBJECTIVES WITH REGARD TO CORPORATE ENVIRONMENT, SOCIETY AND COMMUNITY SUSTAINABILITY

The Company always values environmental protection as an inseparable part of its sustainable development strategy, as this is not only an urgent requirement of society but also a key factor closely related to the investment and business activities of the enterprise. Aware of the importance of this issue, the Company always strictly complies with environmental policies and regulations, thereby building a solid trust with shareholders, customers, communities and society. To realize this goal, the Company focuses on the following aspects:

The Company aims for a balance between economic benefits and social values, including environmental protection, social responsibility, community support and promoting gender equality.

SUSTAINABLE BUSINESS DEVELOPMENT

The Company always strives to ensure and balance benefits for all parties, including shareholders, investors, customers, business partners, State management agencies, employees and social communities.

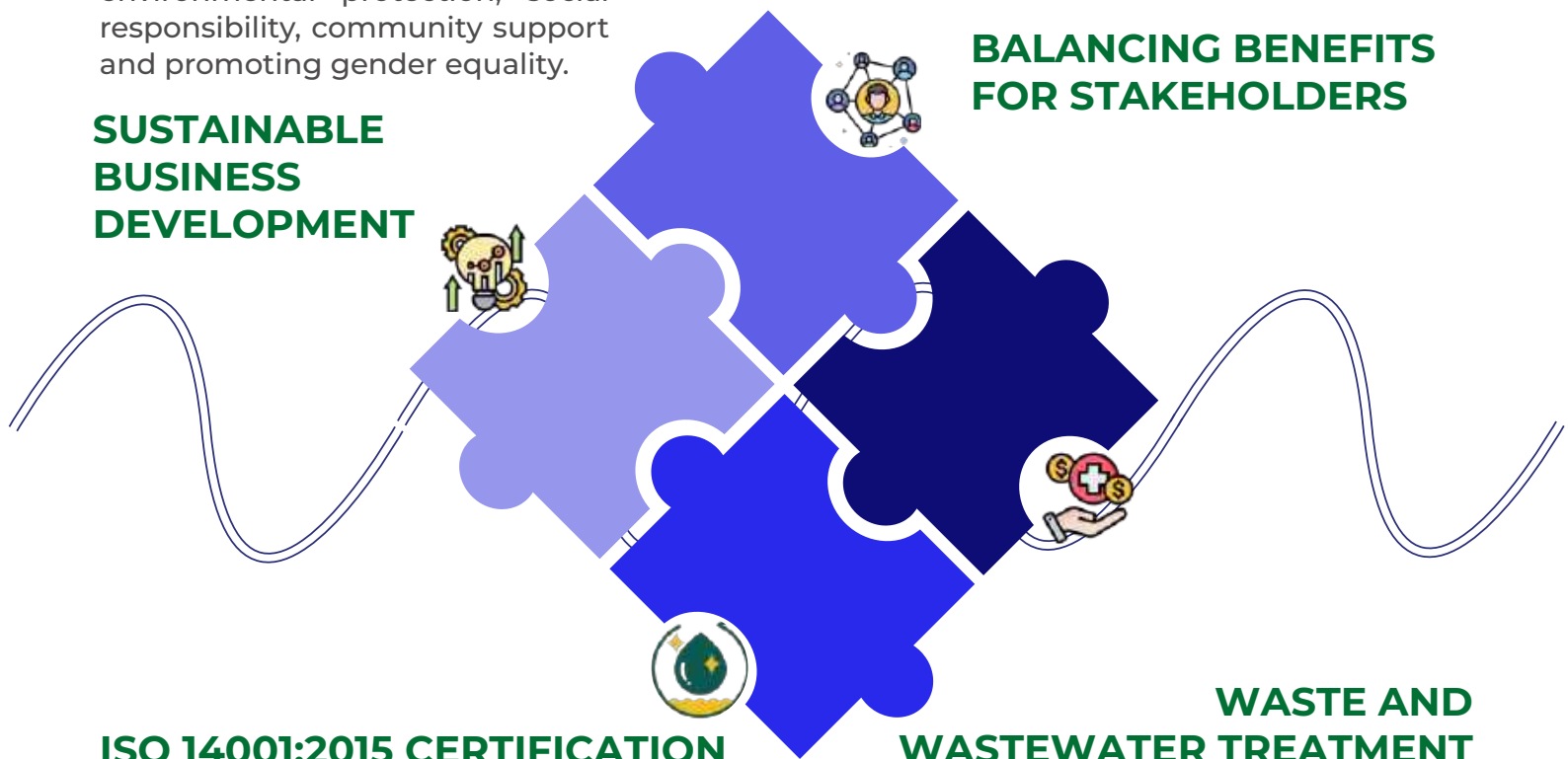
BALANCING BENEFITS FOR STAKEHOLDERS

ISO 14001:2015 CERTIFICATION AND COMMUNITY INFRASTRUCTURE PLANNING

Sonadezi Chau Duc Shareholding Company was certified ISO 14001:2015 for Environmental Management System by Bureau Veritas in early 2019. In addition, the Company also plans and develops infrastructure services for the community such as amusement parks, schools, hospitals, parks and green trees, ensuring compliance with environmental protection standards and legal regulations during construction and operation.

WASTE AND WASTEWATER TREATMENT

The Company constantly raises awareness about environmental protection, turning awareness into conscious action of each individual. At the same time, the Company has built environmentally friendly works and products such as wastewater treatment plants, solid waste collection systems, and development of green areas in Chau Duc Industrial Park.



ENVIRONMENT-SOCIAL-GOVERNANCE (ESG) REPORT OF THE COMPANY

IMPACT ON THE ENVIRONMENT

In production and business development activities, the Company's Board of Directors always pays attention to and strictly and fully implements legal regulations and procedures on environmental protection for the projects that the Company is developing. Environmental protection is not only a legal responsibility but also a responsibility to the new generation, a responsibility to the country and society.

Accordingly, Mr. Nguyen Van Tuan - General Director of the Company has directed the development of appropriate environmental protection policies and considers this a top priority of Sonadezi Chau Duc for the environment and society.



During the year, the Company had policies and activities to minimize environmental harm such as:

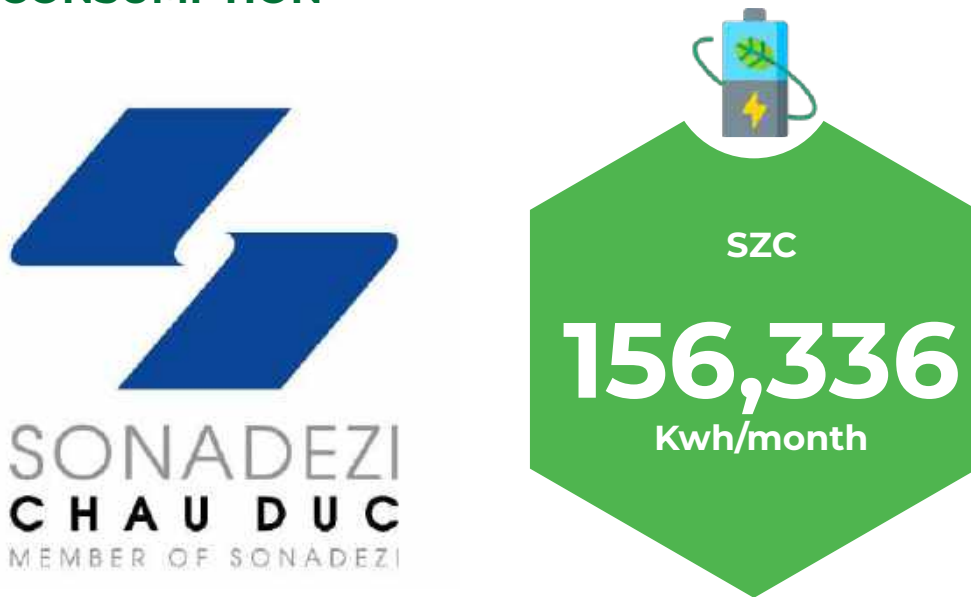
- Operating the concentrated wastewater treatment station in the Industrial Park stably, meeting the Column A output standards of QCVN 40:2011/BTNMT and QCVN:14:2008/BTNMT;
- Completing the construction and putting into operation an automatic monitoring and sampling system to continuously transmit signals to the Department of Natural Resources and Environment of Ba Ria - Vung Tau province;
- Completing and putting into operation an environmental incident response tank with a volume of 33,000 m³;
- Hanging banners to respond to the world environment day;
- Promoting the Company's image in the Environmental Magazine - Vietnam Environment Administration.

WASTE MANAGEMENT

- Wastewater treatment system before being discharged into the drainage system or environment: Wastewater treatment plant No. 02 with 2 modules No. 1 and 2 with a total capacity of 4,500 m³/day and night;
- Internal waste treatment system, meeting solid waste treatment standards or the Company has a contract with the local government/public waste treatment company: Entering into contract No. 183/HDDV dated March 31, 2022 on assigning a unit to provide services for collecting and transporting domestic solid waste and contract No. 04/2022/HD-Sonadezi Chau Duc-BQLKCN on collecting, transporting, storing and treating hazardous waste at the office and Central Wastewater Treatment Station No. 2 Chau Duc Industrial Park.

ENVIRONMENT-SOCIAL-GOVERNANCE (ESG) REPORT OF THE COMPANY

ENERGY CONSUMPTION



(*) Energy consumption average from January 2024 to December 2024

WATER CONSUMPTION



(*) Average water supply used from January 2024 to December 2024

COMPLIANCE WITH ENVIRONMENTAL PROTECTION LAWS

In 2024, the Company complied well with environmental regulations, ensuring the collection and treatment of waste. Thanks to this, in recent years, no Company activity has been sanctioned by State agencies for environmental issues.

IMPLEMENTING PERIODIC ANNUAL ENVIRONMENTAL MONITORING AND PROTECTION REPORTS

CONSTRUCTION PHASE ACCORDING TO ENVIRONMENTAL IMPACT ASSESSMENT:

Air quality monitoring parameters and locations

No.	Location	Parameters	Number of samples/time	Frequency (times/year)
1	Around the construction area	Noise/Dust, NO ₂ , SO ₂ , CO, Dust, CxHy.	2 samples/time	2 times/year
2	Within the construction area			



OPERATION PHASE ACCORDING TO THE CERTIFICATE OF COMPLETION OF ENVIRONMENTAL WORKS

Parameters and locations for wastewater quality monitoring

No.	Location	Parameters	Samples/Time	Frequency (times/year)
1	Automatic, continuous monitoring of treated wastewater	Input and output flow, temperature, pH, TSS, Ammonia, and COD	continuous measurement	5 minutes/time
2	Monitoring of treated wastewater	Temperature, pH, color, TSS, BOD ₅ , COD, total Nitrogen, total Phosphorus, NH ₃ , S ₂ -, Fe, Cd, Ni, Pb, Cu, Zn, Cr(VI), Cr (III), As, Hg, Mn, total Cyanide, total Phenol, Fluoride, residual chlorine, total mineral oil and grease, Coliform, Chloride, total alpha radioactivity, total beta radioactivity	1	4
3	Monitoring of treated wastewater	Total PCB, total organic chlorine pesticides, total organic phosphorus pesticides	1	1

IMPLEMENTING PERIODIC ANNUAL ENVIRONMENTAL MONITORING AND PROTECTION REPORTS

OPERATION PHASE ACCORDING TO THE WASTEWATER DISCHARGE PERMIT

Surface water quality monitoring parameters and location according to the wastewater discharge permit

STT	Location	Parameters	Number of samples/ time	Frequency (times/year)
1	Xoai River (02 locations 500m away from the wastewater discharge point into the receiving source, upstream and downstream, 01 location right at the IP discharge gate)	pH, BOD5, COD, DO, TSS, N-NH ₄ ⁺ , Cl ⁻ , F ⁻ , NO ₂ ⁻ , NO ₃ ⁻ , P-PO ₄ ³⁻ , CN ⁻ , As, Cd, Pb, Cr ⁶⁺ , Total Chromium, Cu, Zn, Ni, Mn, Hg, Fe, Surfactant, Aldrin, Benzene hexachloride (BHC), Dieldrin, Total Dichloro diphenyl trichloroethane (DDTS), Heptachlor & Heptachlorepoxyde, Total Phenol, Total oil, grease, Total organic carbon, Coliform, E.coli	1 sample/ time	4 times/ year

Thông số và vị trí giám sát chất lượng nước thải trước và sau xử lý

STT	Location	Parameters	Number of samples/ time	Frequency (times/year)
1	Wastewater input of Wastewater treatment plant No. 02 Chau Duc Industrial Park	Temperature, pH, Color, COD, BOD5, TSS, N-NH ₃ , Pb, Cd, Cr ⁶⁺ , Cr ³⁺ , Cu, Zn, Fe, S ₂ ⁻ , Total N, Total P, Mineral oil and grease, As, Hg, CN ⁻ , Ni, Mn, Coliform, Surfactant, Residual chlorine, Total Phenol, F ⁻ , PCB	1 sample/ time	4 times/ year
2	Wastewater output of Wastewater treatment plant No. 02 Chau Duc Industrial Park			

REPORT ON GREEN CAPITAL MARKET ACTIVITIES UNDER THE GUIDANCE OF THE SSC

Currently, the Company does not have green capital market mobilization activities. However, SZC is very interested and always follows information on this activity. In the future, SZC will actively participate when there are specific guidance workshops from the State Securities Commission of Vietnam. At the same time, it will seek opportunities to issue green bonds and build reports on environment, society and corporate governance (ESG), thereby proposing solutions to overcome and develop a plan to improve the legal framework, infrastructure, and create favorable conditions for the Company's sustainable development activities.



CORPORATE GOVERNANCE

BOARD OF DIRECTORS

BOARD OF SUPERVISORS

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS



CHỨNG NHẬN

CHỨNG NHẬN

WILSONADEZI CHÂU ĐỨC

SJC

Công ty hiện việt tốt nhất Việt Nam 2024
Top 50 Listed Companies 2024

Forbes

BOARD OF DIRECTORS

MEMBERS AND STRUCTURE OF THE BOARD OF DIRECTORS

As of December 31, 2024

No.	Member	Position		Number of shares owned by individuals	Ownership percentage
		At the company	At other companies		
1	Mr. Dinh Ngoc Thuan	Chairman of the BOD - Capital Representative of the Corporation	- BOD Member, Deputy General Director of Sonadezi Corporation; - BOD Member of Sonadezi Long Thanh JSC; - BOD Member, General Director of Sonadezi Binh Thuan JSC.	-	-
2	Mr. Nguyen Van Tuan	BOD Member - General Director - Capital Representative of the Corporation	- BOD Member of Sonadezi Corporation; - Chairman of the BOD of Sonadezi Long Thanh JSC	14,400	0.008%
3	Mr. Phan Dinh Tham	Non-executive BOD Member	Chairman of the BOD of Sonadezi Binh Thuan JSC	-	-
4	Mr. Pham Anh Tuan	Non-executive BOD Member	- General Director and BOD Member of Sonadezi Long Thanh JSC; - BOD Member of Sonadezi Binh Thuan JSC; BOD Member of Sonadezi Dong Nai Water JSC	-	-
5	Mr. Nguyen Van Luong	Independent BOD Member	- BOD Member of Industrial Urban Development JSC No. 2; - BOD Member, General Director of Hoa An JSC; BOD Member of Phuoc Hoa FICO JSC	-	-
6	Mr. Tran Hao Hiep	Independent BOD Member	Deputy General Director of Thuan Hiep Phat JSC	-	-
7	Ms. Nguyen Phuong Hang	Non-executive BOD Member	Head of Human Resources Department of Sonadezi Corporation	-	-



BOARD OF DIRECTORS

THE COMMITTEES OF THE BOARD OF DIRECTORS

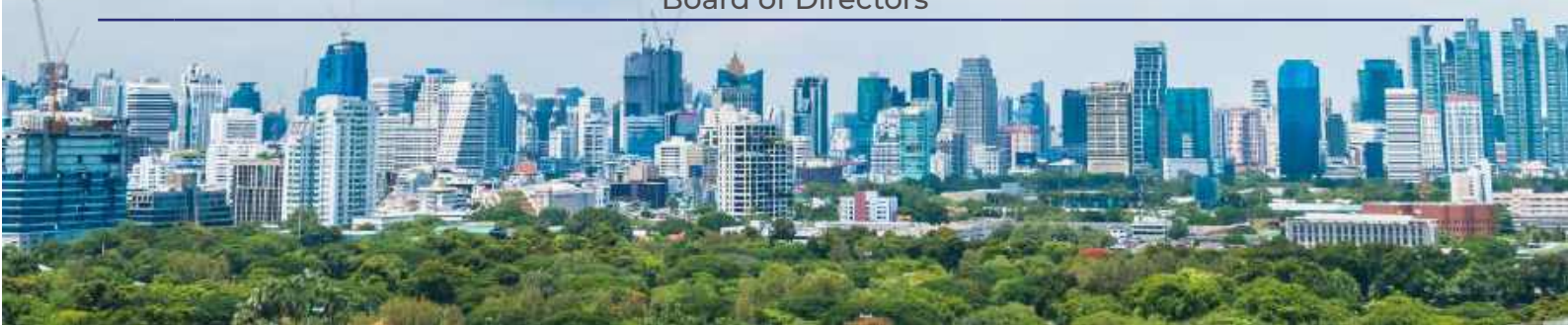
The Company has an internal audit department that is a unit directly under the Board of Directors.

Since April 27, 2022, the Board of Directors of Sonadezi Chau Duc Shareholding Company has appointed Ms. Pham Thi Kim Hoa, Head of the Board of Supervisors, to concurrently hold the position of Head of the internal audit department directly under the Board of Directors, the appointment term is the same as the term of the Board of Directors (2022-2027).

ACTIVITIES OF THE BOARD OF DIRECTORS

As the Company's management body, the Board of Directors has proactively developed development strategies for each period and stage of the Company in compliance with the law, the Charter and Regulations to successfully implement the plans approved by the General Meeting of Shareholders. In 2024, the Board of Directors held 05 meetings with the following attendance:

No.	Board of Directors' members	Position	Number of meetings attended by Board of Directors	Attendance rate
1	Mr. Dinh Ngoc Thuan	Chairman of the Board of Directors	5/5	100%
2	Mr. Nguyen Van Tuan	Member of the Board of Directors	5/5	100%
3	Mr. Phan Dinh Tham	Non-Executive member of the Board of Directors	5/5	100%
4	Mr. Pham Anh Tuan	Non-Executive member of the Board of Directors	5/5	100%
5	Mr. Nguyen Van Luong	Independent member of the Board of Directors	5/5	100%
6	Mr. Tran Hao Hiep	Independent member of the Board of Directors	3/5	60%
7	Ms. Nguyen Phuong Hang	Non-Executive member of the Board of Directors	5/5	100%



BOARD OF DIRECTORS

SUPERVISORY ACTIVITIES OF THE BOD FOR THE BOARD OF GENERAL DIRECTORS

The Board of Directors directly manages, directs, assigns tasks and supervises the General Director in the implementation of the Resolutions/Decisions of the BOD.

The General Director's activities are carried out in accordance with the law and the Company's Charter.

Organizing meetings and collecting written opinions to promptly resolve difficulties and problems in the Company's production and business operations and as prescribed.

The General Director shall report to the BOD periodically, attend meetings to report the situation and request instructions for tasks beyond the scope of authority.

In 2024, the Board of Directors supervised the General Director to implement the following activities:

Successfully organized the 2024 Annual General Meeting of Shareholders on April 5, 2024;

Continued to implement the Chau Duc Industrial Park - Urban Area Project, the Chau Duc golf course project according to the plan approved by the General Meeting of Shareholders...;

Completed the adjustment of the investment policy of BOT Road 768 Project and the People's Committee of Dong Nai province has issued a decision approving the adjustment of the investment project;

Completed the change of the 13th Business Registration Certificate on May 4, 2024: Increasing charter capital due to share issuance to existing shareholders;

Completed procedures to finalize the list of shareholders to pay dividends in cash according to the 2024 Annual General Meeting of Shareholders Resolution;

Organized the collection of BOD's opinions to approve the signing of land lease contracts, construction contracts, investment cooperation contracts, protection contracts and other transactions... with the Company's related parties in accordance with regulations.



BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	02/QD-SZC-HDQT	08/01/2024	Decision establishing the Appraisal Team for the Feasibility Study Report of the Phase 1 Townhouse Project - Sonadezi Huu Phuoc Residential Area.	100%
2	03/QD-SZC-HDQT	09/01/2024	Decision on approving the signing of a security service contract for toll stations under the BOT 768 Road Project during the waiting period for toll collection with Sonadezi One Member Limited Liability Company for Security Services.	100%
3	04/QD-SZC-HDQT	10/01/2024	Decision on approving the selling price of 128 townhouses (Phase 1) in Phase 2 - Sonadezi Huu Phuoc Residential Area	100%
4	08/QD-SZC-HDQT	18/01/2024	Decision on approving the transaction of share purchase rights for existing shareholders who are Insiders and Related Persons of Insiders	100%
5	10/QD-SZC-HDQT	18/01/2024	Decision on evaluating the task performance level for 2023 for the Company's Managers	100%
6	11/QD-SZC-HDQT	18/01/2024	Decision on recognizing the 2023 Emulation Titles for the Company's Managers	100%
7	12/QD-SZC-HDQT	18/01/2024	Decision on additional remuneration and rewards based on the evaluation of 2023 task performance levels for the Company's Managers	100%
8	01/NQ-SZC-HDQT	22/01/2024	Resolution on approving the extension of the distribution period of shares to existing shareholders	100%
9	25/QD-SZC-HDQT	30/01/2024	Decision on supporting the "For the Poor" Fund of Ba Ria - Vung Tau Province in 2024.	100%
10	02/NQ-SZC-HDQT	30/01/2024	Resolution on adjusting the transfer period of share purchase rights and the registration and payment period for purchasing shares offered to existing shareholders.	100%



BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
11	26/QD-SZC-HDQT	01/02/2024	Decision on supporting funding for organizing Lunar New Year 2024 (Year of the Dragon) activities in Chau Duc District.	100%
12	03/NQ-SZC-HDQT	02/02/2024	Resolution on finalizing the list of security holders for organizing the 2024 Annual General Meeting of Shareholders.	100%
13	29/QD-SZC-HDQT	05/02/2024	Decision on handling the land lease contract, its appendices, and related debts of Phuc An Construction Trading and Service Company Limited.	100%
14	30/QD-SZC-HDQT	05/02/2024	Decision on handling the land lease contract, its appendices, minutes of meetings, and related debts of Bao Van Plastic Joint Stock Company.	100%
15	31/QD-SZC-XNDT	06/02/2024	Decision on approving the Feasibility Study Report for the Phase 1 Townhouse Project - Sonadezi Huu Phuoc Residential Area.	100%
16	04/NQ-SZC-HDQT	26/02/2024	Resolution on approving the report of the capital representative of Sonadezi Chau Duc Shareholding Company at Chau Duc Water Supply Joint Stock Company.	100%
17	35/QD-SZC-HDQT	27/02/2024	Decision on approving the loan plan and secured assets at Vietnam Joint Stock Commercial Bank for Industry and Trade - Branch No. 7, Ho Chi Minh City.	100%
18	36/QD-SZC-HDQT	28/02/2024	Decision on reassigning personnel as the capital representative of Sonadezi Chau Duc Shareholding Company at Chau Duc Water Supply Joint Stock Company	100%
19	40/1/QD-SZC-HDQT	29/02/2024	Decision on approving the draft report on the activities of the Internal Audit Committee for 2023.	100%



BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
20	44/QD-SZC-HDQT	07/03/2024	Decision on approving the signing of a purchase agreement for future housing in the Townhouse and Commercial Street Project - Sonadezi Huu Phuoc Residential Area with a related person (Mr. Phan Hoang Nam, son of Mr. Phan Dinh Tham, Member of the Board of Directors)	100%
21	45/QD-SZC-HDQT	07/03/2024	Decision on approving the signing of a contract with Sonadezi Services Joint Stock Company	100%
22	53/QD-SZC-HDQT	13/03/2024	Decision on approving the transaction of share purchase rights for existing shareholders who are related organizations of the Company.	100%
23	05/NQ-SZC-HDQT	14/03/2024	Decision on approving the labor plan and salary fund for 2024	100%
24	54/QD-SZC-HDQT	14/03/2024	Decision on issuing the Contractor Selection Regulations at Sonadezi Chau Duc Shareholding Company.	100%
25	06/NQ-SZC-HDQT	19/03/2024	Resolution on approving the reports of the capital representative of SZC at other enterprises.	100%
26	61/QD-SZC-HDQT	20/03/2024	Decision on finalizing the list of bondholders for periodic bond interest payments	100%
27	07/NQ-SZC-HDQT	29/03/2024	Resolution on approving the policy of signing a contract with the Industrial Park Development Joint Stock Corporation (Intellectual Property).	100%
28	08/NQ-SZC-HDQT	02/04/2024	Resolution on approving the results of the share offering to existing shareholders and the plan to handle the undistributed shares from the public offering	100%



BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
29	09/NQ-SZC-HDQT	02/04/2024	Resolution on approving the draft report on the progress of the share offering plan to existing shareholders for presentation at the 2024 Annual General Meeting of Shareholders.	100%
30	11/NQ-SZC-HDQT	05/04/2024	Resolution on approving share transactions between Insiders and Related Persons of Insiders with the Company.	100%
31	12/NQ-SZC-HDQT	09/04/2024	Resolution on finalizing the record date for the right to receive 2023 cash dividends	100%
32	79/QD-SZC-HDQT	11/04/2024	Decision on implementing the sales policy for the first batch of Phase 2 townhouses - Sonadezi Huu Phuoc Residential Area Project.	100%
33	82/QD-SZC-HDQT	15/04/2024	Decision on applying the sales policy for Phase 2 townhouses (Shophouses) to remaining Phase 1 Shophouses - Sonadezi Huu Phuoc Residential Area Project	100%
34	13/NQ-SZC-HDQT	15/04/2024	Resolution on approving the results of the additional public share offering to existing shareholders	100%
35	89/QD-SZC-HDQT	23/04/2024	Decision on allocating funds for agency activities on the occasion of April 30 and May 1, 2024.	100%
36	92/QD-SZC-HDQT	26/04/2024	Decision on approving the policy for transactions and contracts with related parties in 2024.	100%
37	100/QD-SZC-HDQT	08/05/2024	Decision on selecting an auditing company to review and audit the 2024 financial statements of Sonadezi Chau Duc Shareholding Company.	100%



BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
38	127.2024/QD-SZC-HDQT	07/06/2024	Decision on finalizing the list of bondholders for periodic bond interest payments.	100%
39	140.2024/QD-SZC-HDQT	24/06/2024	Decision on continuing the sales policy for Phase 2 townhouses (Shophouses) - Sonadezi Huu Phuoc Residential Area Project.	100%
40	141.2024/QD-SZC-HDQT	24/06/2024	Decision on rewarding members of the Board of Directors and the Board of Supervisors on the occasion of the 17th anniversary of the company's founding (26/06/2007-26/06/2024)	100%
41	145.2024/QD-SZC-HCNS	28/06/2024	Decision on dismissing Mr. Dinh Ngoc Thuan from the position of Deputy General Director.	100%
42	148.2024/QD-SZC-HCNS	01/07/2024	Decision on appointing Mr. Hoang Van Chi as Deputy General Director.	100%
43	169.2024/QD-SZC-HDQT	31/07/2024	Decision on adjusting management fees for industrial land and pre-built factory leases at Chau Duc Industrial Park.	100%
44	171.2024/QD-SZC-HDQT	01/08/2024	Decision on establishing the Supervision Department.	100%
45	172.2024/QD-SZC-HDQT	01/08/2024	Decision on renaming the Chau Duc Industrial Park Project Management Board to the Project Department.	100%
46	173.2024/QD-SZC-HDQT	01/08/2024	Decision on renaming the Chau Duc Urban Enterprise to the Urban Department.	100%
47	174.2024/QD-SZC-HDQT	01/08/2024	Decision on restructuring the organization of departments and enterprises under Sonadezi Chau Duc Shareholding Company.	100%
48	183/2.2024/QD-SZC-HCNS	01/08/2024	Decision on issuing the Regulation on Salaries, Remuneration, and Bonuses for Sonadezi Chau Duc Shareholding Company.	100%



BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
49	183/3.2024/QD-SZC-HCNS	01/08/2024	Decision on adjusting personnel of the Salary and Bonus Council of Sonadezi Chau Duc Shareholding Company.	100%
50	186.2024/QD-SZC-HDQT	08/08/2024	Decision on providing a guarantee at the Bank for Investment and Development of Vietnam (BIDV) - Dong Nai Branch.	100%
51	203.2024/QD-SZC-DT	29/08/2024	Decision on approving the selling price for 210 social housing units in Phase 1 - Sonadezi Huu Phuoc Residential Area Project.	100%
52	14.2024/NQ-SZC-HDQT	13/09/2024	Resolution on supporting people affected by the aftermath of storms.	100%
53	264.2024/QD-SZC-HDQT	30/10/2024	Decision on amending investment registration details for the Chau Duc Urban Area Project.	100%
54	276.2024/QD-SZC-DT	08/11/2024	Decision on approving the Feasibility Study Report for the Kindergarten (SK-1) - Sonadezi Huu Phuoc Residential Area Project.	100%
55	287.2024/QD-SZC-HCNS	21/11/2024	Decision on adjusting personnel of the Anti-Corruption and Waste Prevention Committee of Sonadezi Chau Duc Shareholding Company.	100%
56	288.2024/QD-SZC-HCNS	21/11/2024	Decision on adjusting personnel of the Emulation and Reward Council of Sonadezi Chau Duc Shareholding Company.	100%
57	289.2024/QD-SZC-HCNS	21/11/2024	Decision on adjusting personnel of the Initiative Appraisal Council of Sonadezi Chau Duc Shareholding Company.	100%
58	305/1.2024/QD-SZC-HDQT	29/11/2024	Decision on adjusting and supplementing the policies and service price framework for golf at Chau Duc Golf Course for the Southern Press Leaders Golf Club (SPL).	100%
59	15.2024/NQ-SZC-HDQT	04/12/2024	Resolution on implementing the plan to repurchase all privately issued bonds from 2021 in advance from SZC	100%

BOARD OF DIRECTORS

RESOLUTIONS/DECISIONS DURING THE YEAR

No.	Resolution/ Decision No.	Date	Content	Approval rate
60	319.2024/QD-SZC-HCNS	05/12/2024	Decision on issuing the Regulation on Emulation and Rewards for Sonadezi Chau Duc Shareholding Company.	100%
61	330.2024/QD-SZC-HDQT	16/12/2024	Decision on signing a contract to lease and operate the Wastewater Treatment Plant at Chau Duc Industrial Park for the first half of 2025 (from 01/01/2025-30/06/2025)	100%
62	331.2024/QD-SZC-HDQT	16/12/2024	Decision on signing an addendum to the service contract for asset protection and security at toll stations under the BOT 768 Road Project with Sonadezi One Member Limited Liability Company for Security Services.	100%
63	337.2024/QD-SZC-HDQT	20/12/2024	Decision on organizing visits and greetings to relevant units on the occasion of Tet At Ty (Lunar New Year) 2025.	100%
64	338.2024/QD-SZC-HDQT	20/12/2024	Decision on approving the rental prices for industrial land, warehouse land, and pre-built factory leases for 2025.	100%
65	339.2024/QD-SZC-HDQT	20/12/2024	Decision on approving the policy for transactions and contracts with related parties in 2025.	100%
66	340.2024/QD-SZC-HDQT	20/12/2024	Decision on approving the 2025 audit plan of the Internal Audit Committee.	100%
67	345.2024/QD-SZC-HDQT	23/12/2024	Decision on signing a security service contract for the company's office in 2025 with Sonadezi One Member Limited Liability Company for Security Services.	100%
68	351.2024/QD-SZC-HDQT	25/12/2024	Decision on evaluating the task performance level for 2024 for the Company's Managers.	100%
69	352.2024/QD-SZC-HDQT	25/12/2024	Decision on recognizing the 2024 Emulation Titles for the Company's Managers.	100%
70	356.2024/QD-SZC-HDQT	27/12/2024	Decision on additional remuneration and rewards based on the 2024 Emulation Titles for the Company's Managers.	100%

BOARD OF DIRECTORS

ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS AND EVALUATION RESULTS OF INDEPENDENT MEMBERS ON THE ACTIVITIES OF THE BOARD OF DIRECTORS

Activities of independent members of the Board of Directors: The independent BOD members of Sonadezi Chau Duc Shareholding Company for the fourth term (2022 - 2027) include Mr. Nguyen Van Luong and Mr. Tran Hao Hiep. In 2024, the independent BOD members coordinated with the BOD members to organize the BOD meetings in accordance with the prescribed order and procedures.

General evaluation of the activities of the BOD, Board of General Directors:

- In 2024, despite many difficulties in implementing compensation for site clearance and project implementation at the company, the BOD has provided close guidance, creating conditions for the Board of General Directors to perform the tasks assigned by the General Meeting of Shareholders. The Board of Directors has also assigned the Chairman of the Board of Directors to support the removal of difficulties and obstacles related to the implementation of projects such as the Urban Area, Golf Course and BOT Road 768...
- The Board of General Directors of the Company has successfully completed the assigned targets, well implemented the current regulations, and regularly and promptly reported and requested the opinions of the BOD on issues under their authority for the BOD to consider and make decisions.

THE LIST OF MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS, BOARD OF GENERAL DIRECTORS, PERSON IN CHARGE OF CORPORATE GOVERNANCE POSSESSING CERTIFICATES ON CORPORATE GOVERNANCE

No.	Full name	Position
1	Dinh Ngoc Thuan	Chairman of the BOD
2	Nguyen Van Tuan	Member of the BOD cum General Director
3	Nguyen Phuong Hang	Non-executive member of the BOD
4	Phan Dinh Tham	Non-executive member of the BOD
5	Pham Anh Tuan	Non-executive member of the BOD
6	Nguyen Van Luong	Independent member of the BOD
7	Tran Hao Hiep	Independent member of the BOD
8	Pham Thi Kim Hoa	Head of the BOS
9	Trinh Thi Hoa	Member of the BOS
10	Le Duc Thuan	Member of the BOS
11	Nguyen Minh Tan	Deputy General Director
12	Hoang Van Chi	Deputy General Director
13	Tran Trung Chien	Deputy General Director
14	Nguyen Thi Ngoc Mai	Company Secretary/ Person in charge of corporate governance

BOARD OF SUPERVISORS

MEMBERS AND STRUCTURE OF THE BOARD OF SUPERVISORS

As of December 31, 2024

No.	Member of the Board of Supervisors	Position	Percentage of ownership of voting shares		Total shares
			Ownership representative	Individual	
1	Ms. Pham Thi Kim Hoa	Head of the Board of Supervisors	6.84%	-	12,312,000
2	Ms. Trinh Thi Hoa	Member of the Board of Supervisors	-	-	-
3	Mr. Le Duc Thuan	Member of the Board of Supervisors	-	-	-

ACTIVITIES OF THE BOARD OF SUPERVISORS

Over the past year, the Board of Supervisors held 03 meetings to evaluate the inspection and supervision of production and business operations and supervise the management of the Board of Management based on the General Meeting of Shareholders Resolution, Board of Directors, financial statements and other reports of the departments/boards in accordance with the Company's regulations and management levels.

No.	Member of the Board of Supervisors	Position	Number of meetings	Attendance rate
1	Ms. Pham Thi Kim Hoa	Head of the Board of Supervisors	3/3	100%
2	Ms. Trinh Thi Hoa	Member of the Board of Supervisors	3/3	100%
3	Mr. Le Duc Thuan	Member of the Board of Supervisors	3/3	100%



BOARD OF SUPERVISORS

SUPERVISORY ACTIVITIES OF THE BOS TOWARDS THE BOD, THE EXECUTIVE BOARD AND SHAREHOLDERS

In 2024, the members of the Board of Supervisors seriously performed their duties of supervising the Company's operations in accordance with the regulations through the following activities:

- Supervising the legality, systematicity and truthfulness in accounting work, accounting books, in the content of financial statements, appendices and related documents.
- Attending regular meetings of the General Meeting of Shareholders, the Company's Board of Directors.
- Expressing opinions on issues related to the Company's operations.
- Preparing and sending evaluation and recommendation reports to the General Meeting of Shareholders

THE COORDINATION BETWEEN THE BOARD OF SUPERVISORS AND THE ACTIVITIES OF THE BOD, THE EXECUTIVE BOARD AND OTHER MANAGEMENT STAFF:

- Attend Company meetings, present the opinions of the Board of Supervisors on related issues.
- Coordinate with departments and factories directly under the Company to prepare reports as required.
- Periodically coordinate to review quarterly, semi-annual, and annual financial statements and provide opinions to complete the Company's financial statements.
- The Head of the Board of Supervisors attends quarterly regular meetings of the Board of Directors.



TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

SALARY, REWARDS, REMUNERATION AND BENEFITS

Unit: Million VND

No.	Full name	Position	Remuneration	Salary, rewards + Other	Total income
1	Dinh Ngoc Thuan	Chairman of the BOD	206	-	206
2	Nguyen Van Tuan	Member of the BOD cum General Director	176	1,214.834	1,527.360
3	Nguyen Van Luong	Independent member of the BOD	186	-	186
4	Tran Hao Hiep	Independent member of the BOD	186	-	186
5	Phan Dinh Tham	Non-executive member of the BOD	186	-	186
6	Pham Anh Tuan	Non-executive member of the BOD	186	-	186
7	Nguyen Phuong Hang	Non-executive member of the BOD	186	-	186
8	Pham Thi Kim Hoa	Head of the BOS	-	837.293	837.293
9	Trinh Thi Hoa	Member of the BOS	103	-	103
10	Le Duc Thuan	Member of the BOS	103	-	103
11	Tran Trung Chien	Deputy General Director	-	1,073.963	1,073.963
12	Nguyen Minh Tan	Deputy General Director	-	1,052.285	1,052.285
13	Hoang Van Chi	Deputy General Director	-	400.883	400.883
14	Tran Ngoc Tong	Chief Accountant	-	842.821	842.821

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

SHARE TRANSACTIONS BY INTERNAL SHAREHOLDERS AND AFFILIATED PERSONS

No,	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
I	INTERNAL PERSON						
1	Ms. Nguyen Thi Thanh Hang	Internal person (Member of the Internal Audit Committee)	0	0%	15,000	0.0083%	Buy
2	Mr. Tran Ngoc Tong	Internal person (Chief Accountant)	2,000	0.0011%	0	0	Sell
3	Mr. Nguyen Minh Tan	Internal person (Deputy General Director, Authorized Information Disclosure Officer)	19,200	0.0107%	74,915	0.0416%	Buy
4	Mr. Nguyen Van Tuan	Internal person (Member of the Board of Directors - General Director)	9,600	0.0053%	14,400	0.008%	Buy
5	Mr. Tran Trung Chien	Internal person (Deputy General Director)	2,400	0.0013%	3,600	0.002%	Buy
6	Ms. Nguyen Thi Ngoc Mai	Internal person (Company Secretary, Corporate Governance Officer)	4,440	0.0025%	38,660	0.0215%	Buy

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

SHARE TRANSACTIONS BY INTERNAL SHAREHOLDERS AND AFFILIATED PERSONS

No,	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
II AFFILIATED PERSONS							
1	Mr. Pham Minh Thanh	Elder Brother of Ms. Pham Thi Kim Hoa - Head of the BOS	0	0%	8,400	0.0047%	Buy
2	Ms. Do Thanh Truc	Wife of Mr. Nguyen Minh Tam - Deputy General Director	9,000	0.005%	13,500	0.0075%	Buy
3	Ms. Pham Thi Anh Thi	Younger Sibling of Mr. Pham Anh Tuan- Member of the BOD	8,000	0.0044%	12,000	0.0067%	Buy
4	Mr. Pham Trong Lap	Biological Father of Mr. Pham Anh Tuan- Member of the BOD	54,000	0.03%	81,000	0.045%	Buy
5	Ms. Luong Minh Hien	Wife of Mr. Tran Trung Chien - Deputy General Director	13,200	0.0073%	19,800	0.011%	Buy
6	Mr. Phan Hoang Nam	Biological Child of Mr. Phan Dinh Tham - Member of the BOD	240	0.0001%	360	0.0002%	Buy
7	Mr. Le Xuan Dong	Brother-in-law of Ms. Nguyen Thi Thanh Hang - Member of the Internal Audit Committee	0	0%	10,200	0.0057%	Buy

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
1	SONADEZI SECURITY SERVICES CO.,LTD	Related Organization of SDV	Business Registration Certificate No.: 3601635899 Date of Issue: 29/04/2009 Place of Issue: Department of Planning and Investment of Dong Nai Province	No. 22B, Street 3A, Bien Hoa 2 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	01/2024	Decision No. 03/QD-SZC-HDQT date 09/01/2024	Sign a Security Service Contract for Toll Stations under the BOT 768 Road Project during the waiting period for toll collection.
					12/2024	Decision No. 331.2024/QD-SZC-HDQT date 16/12/2024	Sign an Addendum to the Security Service Contract for asset protection and security at Toll Stations under the BOT 768 Road Project.
					12/2024	Decision No. 345.2024/QD-SZC-HDQT date 23/12/2024	Sign a Security Contract for the Chau Duc Office Building in 2025.
2	Mr. Nguyen Van Tuan	Internal person (Member of the Board of Directors - General Director)			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 4.800 shares)

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
3	Mr. Tran Ngoc Tong	Internal person (Chief Accountant)			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 1.000 shares)
4	Mr. Nguyen Minh Tam	Internal person (Deputy General Director, Authorized Information Disclosure Officer)			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 9.600 shares).
					04/2024	Resolution No. 11/NQ-SZC-HDQT date 05/04/2024	Share transaction quantity: 46,115 shares, transaction, value: 922.300.000 VND
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the future housing purchase contract and capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
5	Mr. Tran Trung Chien	Internal person (Deputy General Director)			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 1,200 shares).
6	Ms. Nguyen Thi Ngoc Mai	Internal person (Company Secretary, Corporate Governance Officer)			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 2,220 shares).
					04/2024	Resolution No. 11/NQ-SZC-HDQT date 05/04/2024	Share transaction (quantity: 36,000 shares, transaction value: 720,000,000 VND)
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
7	Mr. Pham Trong Lap	Related Person of Mr. Pham Anh Tuan- Member of the Board of Directors			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 27.000 shares)
8	Ms. Luong Minh Hien	Related Person of Mr. Tran Trung Chien - Deputy General Director			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 6.600 shares)
9	Ms. Pham Thi Anh Thi	Related Person of Mr. Pham Anh Tuan- Member of the Board of Directors			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 4.000 shares)
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
10	Ms. Do Thanh Truc	Related Person of Mr. Nguyen Minh Tam - Deputy General Director			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 4,500 shares)
11	Mr. Phan Hoang Nam	Related Person of Mr. Phan Dinh Tham - Member of the Board of Directors			01/2024	Decision No. 08/QD-SZC-HDQT date 18/01/2024	Transaction of share purchase rights for existing shareholders (quantity: 120 shares)
					03/2024	Decision No. 44/QD-SZC-HDQT date 07/03/2024	Sign a future housing purchase contract for the Townhouse and Commercial Street Project (rough construction) - Sonadezi Huu Phuoc Residential Area (House LH29-01).
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the future housing purchase contract - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
12	SONADEZI SERVICES JOINT-STOCK COMPANY	Related Organization of Sonadezi Corporation	Business Registration Certificate No.: 3600890938 Date of Issue: 15/05/2007, Place of Issue: Department of Planning and Investment of Dong Nai Province	8th Floor, Sonadezi Building, No. 1, Street No. 1, Bien Hoa 1 Residential Area, Bien Hoa City, Dong Nai Province	03/2024	Decision No. 45/QD-SZC-HDQT date 07/03/2024	- Sign a contract to prepare environmental monitoring reports and environmental protection activities for Chau Duc Industrial Park; - Sign a contract to prepare environmental protection reports for Chau Duc Golf Course.
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	- Sign a lease and operation contract for the centralized wastewater treatment plant in Chau Duc Industrial Park, along with related addenda; - Receive dividends.
					12/2024	Decision No. 330.2024/QD-SZC-HDQT date 16/12/2024	Sign a contract to lease and operate the wastewater treatment plant in Chau Duc Industrial Park for the first half of 2025 (from 01/01/2025 - 30/06/2025)

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
13	SONADEZI CORPORATION	Major Shareholder; Related Organization of Mr. Dinh Ngoc Thuan - Chairman of the Board of Directors; Mr. Nguyen Van Tuan - Member of the Board of Directors; Mr. Tran Ngoc Tong - Chief Accountant	Business Registration Certificate No.: 3600335363 Date of Issue: 06/05/2021 (the 5 th change) Place of Issue: Department of Planning and Investment of Dong Nai Province	Sonadezi Building, No. 1, Street No. 1, Bien Hoa 1 Residential Area, Bien Hoa City, Dong Nai Province	03/2024	Decision No. 53/QĐ-SZC-HDQT date 13/03/2024	Transaction of share purchase rights for existing shareholders (quantity: 28,104,000 shares)
					04/2024	Resolution No. 07/NQ-SZC-HDQT date 29/03/2024	Sign contracts to transfer five trademark registration applications and trademark ownership transfer under Trademark Registration Certificate No. 4-0425688.
					Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	- Collecting management fees and industrial space rental payments as per signed land lease contracts; - Sign addenda, minutes, and related documents for land lease contracts (if applicable); - Pay Dividends

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
14	SONADEZI LONG THANH SHAREHOLDING COMPANY	- Major Shareholder; - Related Organization of Mr. Dinh Ngoc Thuan - Chairman of the Board of Directors; Mr. Nguyen Van Tuan - Member of the Board of Directors, General Director; Mr. Pham Anh Tuan - Member of the Board of Directors; Ms. Trinh Kim Hoa - Member of the Internal Committee	Business Registration Certificate No.: 3600649539 Date of Issue: 13/12/2023 (16th change) Place of Issue: Department of Planning and Investment of Dong Nai Province	Long Thanh Residential Area, Long Thanh District, Dong Nai	03/2024	Decision No. 53/QD-SZC-HDQT date 13/03/2024	Transaction of share purchase rights for existing shareholders (quantity: 6.048.000 shares)
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	- Collecting management fees, water usage fees, etc., as per signed contracts. - Sign addenda, minutes, and related documents for land lease contracts (if applicable). - Purchase fuel. - Pay dividends.
15	DONG NAI PORT JOINT STOCK COMPANY	Direct Subsidiary with 51% Capital Contribution Held by Sonadezi Corporation	Business Registration Certificate No.: 3600334112 Date of Issue: 17/07/2023 (9 th change) Place of Issue: Department of Planning and Investment of Dong Nai Province	Quarter Binh Duong, Long Binh Tan Ward, Bien Hoa, Dong Nai	03/2024	Decision No. 53/QD-SZC-HDQT date 13/03/2024	Transaction of share purchase rights for existing shareholders (quantity: 420.000 shares)
					Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Pay Dividends

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
16	DONG NAI SUPPLY WATER JOINT STOCK COMPANY	Subsidiary of Sonadezi Corporation; Related Organization of Mr. Pham Anh Tuan- Member of the Board of Directors	Business Registration Certificate No.: 3600259296 Date of Issue: 26/09/2022 (8 th change) Place of Issue: Department of Planning and Investment of Dong Nai Province	CMT8, Bien Hoa City, Dong Nai	03/2024	Decision No. 53/QĐ-SZC-HDQT date 13/03/2024	Transaction of share purchase rights for existing shareholders (quantity: 57.006 shares)
					Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	- Pay water usage fees as per the signed water usage contract. - Purchasing bottled drinking water; - Pay Dividends
17	Ms. Nguyen Thi Thanh Hang	Internal person (Member of the Internal Audit Committee)			04/2024	Resolution No. 11/NQ-SZC-HDQT date 05/04/2024	Share transaction (quantity: 15.000 shares, transaction value: 300.000.000 VND)
18	Mr. Le Xuan Dong	Related Person of Ms. Nguyen Thi Thanh Hang - Member of the Internal Audit Committee			04/2024	Resolution No. 11/NQ-SZC-HDQT date 05/04/2024	Share transaction (quantity: 10.200 shares, transaction value: 204.000.000 VND)

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
19	Mr. Pham Minh Thanh	Related Person of Ms. Pham Thi Kim Hoa - Head of the Board of Supervisors, Head of the Internal Audit Committee			04/2024	Resolution No. 11/NQ-SZC-HDQT date 05/04/2024	Share transaction (quantity: 8.400 shares, transaction value: 168.000.000 VND)
20	SONADEZI GIANG DIEN SHAREHOLDING COMPANY	Related Organization of Sonadezi Corporation	Business Registration Certificate No.: 3603474037 Date of Issue: 01/07/2017, Place of Issue: Department of Planning and Investment of Dong Nai Province	1st Floor, No. 1, Street No. 1, Bien Hoa 1 Residential Area, An Binh Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	- Conducting office lease transactions and related addenda for office space on the 9th Floor, Sonadezi Building. - Pay office space rental fees; management fees; parking fees; electricity charges, etc.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
21	SONADEZI AN BINH SHAREHOLDING COMPANY	Related Organization of Sonadezi Corporation; Ms. Pham Thi Kim Hoa - Head of the Board of Supervisors (until 04/2024)	Business Registration Certificate No.: 3600449307 Date of Issue: 12/01/2000, Place of Issue: Department of Planning and Investment of Dong Nai Province	No. 113-116, Lot C2, Street No. 9, An Binh Residential Area, An Binh Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	- Collecting wastewater treatment fees, water usage fees, management fees, etc., as per contracts signed in previous years. - Sign addenda, minutes, and related documents for land lease contracts (if applicable). - Executing the investment cooperation contract for Shophouses - Sonadezi Huu Phuoc Residential Area Project. - Conducting transactions arising from construction contracts at Chau Duc Golf Course.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
22	SONADEZI LONG BINH SHAREHOLDING COMPANY	Indirect Subsidiary company of Sonadezi Corporation	Business Registration Certificate No.: 3601867699 Date of Issue: 06/05/2022 (thay Đổi lần 5) Place of Issue: Department of Planning and Investment of Dong Nai Province	No 1, Street 3A, Bien Hoa 2 Residential Area, Long Binh Tan Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	- Collecting management fees, water usage fees, etc., as per signed contracts. - Sign addenda, minutes, and related documents for investment cooperation contracts (if applicable). - Receive dividends.
23	DONG NAI CONSTRUCTION JOINT STOCK COMPANY	Direct Associate Company of the Corporation with a 40% Capital Contribution Ratio	Business Registration Certificate No.: 3600510590 Date of Issue: 25/10/2001 Place of Issue: Department of Planning and Investment of Dong Nai Province	No 09, Huynh Van Nghe Street, Quarter 4, Buu Long Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	- Executing the investment cooperation contract for Social Housing - Sonadezi Huu Phuoc Residential Area. - Pay Dividends

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
24	SONADEZI COLLEGE OF TECHNOLOGY AND MANAGEMENT	Direct Associate Company of the Corporation with a 40% Capital Contribution Ratio	Business Registration Certificate No.: 3600788797 Date of Issue: 01/03/2006 Place of Issue: Department of Planning and Investment of Dong Nai Province	No 1 Street 6A, Bien Hoa 2 Residential Area, Bien Hoa City, Dong Nai	Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	Costs for participating in short-term training courses.
25	INDUSTRIAL URBAN DEVELOPMENT JOINT-STOCK COMPANY NO 2	Related Organization of Mr. Nguyen Van Luong - Member of the Board of Directors; Subsidiary of the Corporation	Business Registration Certificate No.: 3600259560 Date of Issue: 19/06/2023 (14 th change) Place of Issue: Department of Planning and Investment of Dong Nai Province	H22, Vo Thi Sau Street, Thong Nhat Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	- Collecting management fees, water usage fees, and land lease payments as per signed contracts. - Sign addenda, minutes, and related documents for investment cooperation contracts (if applicable). - Executing the investment cooperation contract for Shophouses, Townhouses, and Social Housing - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
26	CHAU DUC WATER SUPPLY SHAREHOLDING COMPANY	Related Organization of Mr. Nguyen Minh Tam - Deputy General Director, Authorized Information Disclosure Officer	Business Registration Certificate No.: 3500823617 Date of Issue: 03/06/2021 Place of Issue: Department of Planning and Investment of Ba Ria - Vung Tau Province	Chau Duc Residential Area, Chau Duc Ward, Ba Ria - Vung Tau Province	Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	- Collecting management fees as per signed investment cooperation contracts. - Sign addenda, minutes, and related documents for investment cooperation contracts (if applicable). - Pay water usage fees as per the water supply contract at Chau Duc Urban Industrial Park. - Receive dividends.
27	SONADEZI ENVIRONMENT JOINT STOCK COMPANY	Related Organization of Sonadezi Corporation	Business Registration Certificate No.: 3600274914 Date of Issue: 07/08/2008, Place of Issue: Department of Planning and Investment of Dong Nai Province	No 12, Huynh Van Nghe Street, Buu Long Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	Perform tasks related to the construction contract for the lighting system of Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
28	DONGNAI PAINT CORPORATION	Associate Company with 30% Capital Contribution Held by Sonadezi Corporation	Business Registration Certificate No.: 3600451024 Date of Issue: 01/03/2000 Place of Issue: Department of Planning and Investment of Dong Nai Province	Bien Hoa 1 Residential Area, Street No. 7, An Binh Ward, Bien Hoa City, Dong Nai	Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Pay Dividends
29	DONG NAI HOUSING JOINT STOCK COMPANY	Associate Company with 36% Capital Contribution Held by Sonadezi Corporation	Business Registration Certificate No.: 3600322445 Date of Issue: 01/11/2005 Place of Issue: Department of Planning and Investment of Dong Nai Province	No 121, Phan Chu Trinh, Quang Vinh Ward, Bien Hoa City, Dong Nai Province	Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Pay Dividends
30	Ms. Pham Thi Kim Hoa	Internal person (Head of the Board of Supervisors, Head of the Internal Audit Committee of the Company)			Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conduct transactions arising from the future housing purchase agreement - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
31	Ms. Le Thi Giang	Related Person of Mr. Nguyen Van Luong - Independent Member of the Board of Directors			Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the future housing purchase agreement (Shophouse) - Sonadezi Huu Phuoc Residential Area.
32	Mr. Pham Anh Tuấn	Internal person (Member of the Board of Directors)			Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.
33	Ms. Do Tran Chau Nhi	Related Person of Mr. Dinh Ngoc Thuan - Chairman of the Board of Directors			Year 2024	Decision No. 92/QD-SZC-HDQT date 26/04/2024	Conducting transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons

No.	Name of organization / individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction
34	Mr. Nguyen Van Luong	Internal person (Independent Member of the Board of Directors)			Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	Conduct transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.
35	Ms. Nguyen Phuong Hang	Internal person (Member of the Board of Directors)			Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	Conduct transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.
36	Mr. Phan Hoang Nam Anh	Related Person of Mr. Phan Dinh Tham - Member of the Board of Directors			Year 2024	Decision No. 92/QĐ-SZC-HDQT date 26/04/2024	Conduct transactions arising from the capital contribution contract for the townhouse project - Sonadezi Huu Phuoc Residential Area.

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power

None.

Transactions between the Company and other objects

Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting)

Management fees, water usage fees, etc., as per signed contracts; signing addenda, minutes, and related documents for land lease contracts (if applicable); receiving dividends - Sonadezi Long Binh Joint Stock Company (Mr. Pham Anh Tuan is a Member of the Board of Directors of Sonadezi Long Binh Joint Stock Company until 3/2024);

Transaction of share purchase rights for existing shareholders (57,006 shares); payment of water usage fees as per the signed water supply contract; purchase of bottled drinking water; receiving dividends - Dong Nai Water Supply Joint Stock Company (Mr. Tran Trung Chien was a Member of the Board of Directors of Dong Nai Water Supply Joint Stock Company until April 2023; Mr. Pham Anh Tuan is a Member of the Board of Directors of Dong Nai Water Supply Joint Stock Company);

Transaction of share purchase rights for existing shareholders (28,104,000 shares); signing contracts for transferring five trademark registrations and the trademark ownership transfer agreement under Trademark Registration Certificate No. 4-0425688; collecting management fees and industrial land lease payments as per signed land lease contracts; signing addenda, minutes, and related documents for land lease contracts (if applicable); receiving dividends - Industrial Park Development Corporation (Mr. Dinh Ngoc Thuan is a Member of the Board of Directors and Deputy General Director; Mr. Nguyen Van Tuan is a Member of the Board of Directors of the Corporation);

Transaction of share purchase rights for existing shareholders (6,048,000 shares); management fees, water usage fees, etc., as per signed contracts; signing addenda, minutes, and related documents for land lease contracts (if applicable); purchase of fuel; receiving dividends - Sonadezi Long Thanh Joint Stock Company (Mr. Nguyen Van Tuan - Chairman of the Board of Directors; Mr. Pham Anh Tuan - Member of the Board of Directors and General Director; Mr. Dinh Ngoc Thuan - Member of the Board of Directors of Sonadezi Long Thanh Joint Stock Company); Management fees, water usage fees, land lease payments, etc., as per signed contracts; signing addenda, minutes, and related documents for investment cooperation contracts (if applicable); executing investment cooperation contracts for Shophouses, Townhouses, and Social Housing - Sonadezi Huu Phuoc Residential Area Project - No. 2 Industrial Urban Development Joint Stock Company (Mr. Nguyen Van Luong is a Member of the Board of Directors of D2D);

Management fees as per signed land lease contracts; signing addenda, minutes, and related documents for investment cooperation contracts (if applicable); payment of water usage fees as per the signed water supply contract at Chau Duc Urban Industrial Park; receiving dividends - Chau Duc Water Supply Joint Stock Company (Mr. Nguyen Minh Tam is a Member of the Board of Directors of Chau Duc Water Supply Shareholding Company).

TRANSACTIONS, REMUNERATIONS AND BENEFITS OF THE BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISORS

CONTRACTS OR TRANSACTIONS WITH INTERNAL SHAREHOLDERS

Giao dịch giữa công ty với các đối tượng khác:

Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director

Management fees, water usage fees, etc., as per signed contracts; signing addenda, minutes, and related documents for investment cooperation contracts (if applicable); receiving dividends - Sonadezi Long Binh Joint Stock Company (Ms. Luong Minh Hien - Chairman of the Board of Directors of SZB is a Related Person to Mr. Tran Trung Chien - Deputy General Director of SZC);

Signing a contract to prepare environmental monitoring reports and environmental protection activities at Chau Duc Industrial Park; signing a contract to prepare environmental protection reports for Chau Duc Golf Course; signing a contract to lease and operate the centralized wastewater treatment plant at Chau Duc Industrial Park along with addenda; receiving dividends - Sonadezi Services Joint Stock Company (Ms. Luong Minh Hien - Chairman of the Board of Directors of SDV is a Related Person to Mr. Tran Trung Chien - Deputy General Director of SZC);

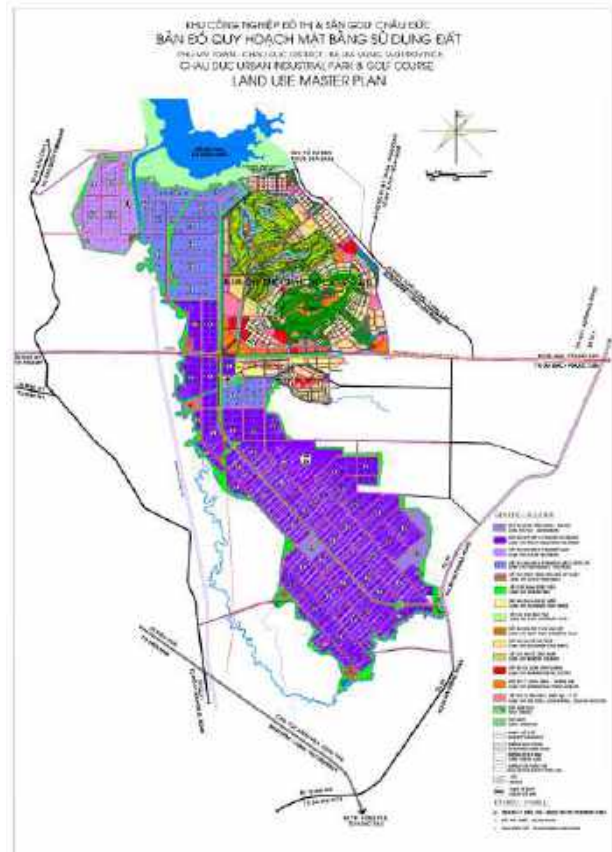
Transaction of share purchase rights for existing shareholders (6,048,000 shares); management fees, water usage fees, etc., as per signed contracts; signing addenda, minutes, and related documents for land lease contracts (if applicable); purchase of fuel; receiving dividends - Sonadezi Long Thanh Joint Stock Company (Ms. Le Thi Giang - Deputy General Director of SZL is a Related Person to Mr. Nguyen Van Luong - Member of the Board of Directors of SZC).

Other transactions of the Company (if any) may bring material or non - material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other managers

None

ASSESSING THE IMPLEMENTATION OF REGULATIONS ON CORPORATE GOVERNANCE

The Board of Directors, the Board of Supervisors, the Board of General Directors, employees and state capital representatives at the Company always strictly comply with corporate governance regulations, well implement legal policies, organize production and business activities in accordance with registered and permitted industries, and well comply with regulations and guidelines of competent authorities and departments and agencies in the province.





FINANCIAL STATEMENTS

AUDITOR'S OPINIONS

AUDITED FINANCIAL STATEMENTS



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No: 70/2025/KT-RSMHCM

INDEPENDENT AUDITOR'S REPORT

To: Shareholders
Members of the Board of Directors
Members of management
SONADEZI CHAU DUC SHAREHOLDING COMPANY

Report on the financial statements

We have audited the accompanying financial statements of Sonadezi Chau Duc Shareholding Company (hereinafter referred to as "the Company") prepared on 05 March 2025 as set out from page 05 to page 56, which comprise the statement of financial position as at 31 December 2024, and the income statement, and cash-flow statement for the financial year then ended, and the notes to the financial statements.

Management's Responsibility

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System and relevant legislation as to the preparation and presentation of financial statements and for such internal control as management determines is necessary to enable the preparation and presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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RSM**INDEPENDENT AUDITOR'S REPORT (CONTINUE)****Opinion**

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Sonadezi Chau Duc Shareholding Company as at 31 December 2024, and of the results of its financial performance and its cash flows for the financial year then ended in accordance with Vietnamese Accounting Standards and Vietnamese Corporate Accounting System issued under Circular 200/2014/TT-BTC dated 22 December 2014 and Circular 53/2016/TT-BTC dated 21 March 2016 by Ministry of Finance and relevant legislation as to the preparation and presentation of financial statements.


pp. GENERAL DIRECTOR
Luc Thi Van**Vice General Director**Audit Practice Registration Certificate:
0172-2023-026-1
Le Viet Ha**Auditor**Audit Practice Registration Certificate:
4732-2024-026-1**RSM Vietnam Auditing & Consulting Company Limited***Ho Chi Minh City, 05 March 2025*

As disclosed in Note 2.1 to the financial statements, the accompanying financial statements are not intended to present the financial position, financial performance, and cash flows in accordance with accounting principles and practices generally accepted in countries and jurisdictions other than Vietnam.



2024 AUDITED FINANCIAL STATEMENTS

- The 2024 audited financial statements of Sonadezi Chau Duc Shareholding Company include:**
Report of the Board of General Directors, Independent audit report, Balance sheet as of December 31, 2024, Income statement for the year 2024, Cash flow statement for the operating period from January 1, 2024 - December 31, 2024 and Notes to the financial statements for the operating period from January 1, 2024 - December 31, 2024
- Contents of the document explaining the fluctuation of profit after corporate income tax:**
Sonadezi Chau Duc Shareholding Company would like to explain the fluctuation of profit after corporate income tax in the Audited 2024 Financial Statements as follows:

Unit: VND				
No.	Content	Year 2024	Year 2023	Percentage
1	Revenue	910,893,900,401	835,995,798,365	Increase 9%
2	Expenses	536,293,097,891	569,118,511,094	Decrease 5.8%
3	Profit after corporate income tax	302,127,157,852	218,873,291,512	Increase 38%

Reason:

Revenue from sales of goods and provision of services increased by VND 52,736,992,851, equivalent to an increase of 6.4% compared to the same period in 2023. The cost of services decreased by VND 27,772,389,807, equivalent to a decrease of 6% compared to the same period in 2023. Financial revenue increased by 134%, financial expenses decreased by 25% compared to the same period in 2023. Enterprise management expenses increased by 21.4% compared to the same period in 2023. The fluctuation of revenue and expenses as above led to profit after corporate income tax increasing by 38% compared to the same period of the previous year.

Website address for posting full financial statements: www.sonadezichauduc.com.vn,

Report link: <https://sonadezichauduc.com.vn/vn/bao-cai-tai-chinh-nam-2024-da-duoc-kiem-toan.html> or view at https://file.fpts.com.vn/FileStore2/File/EzIR/UploadFile/News/2025/03/11/File_1_6361_20250310_-_SZC_-_BCTC_SZC_2024_VN.pdf

2024 ANNUAL REPORT SONADEZI CHAU DUC SHAREHOLDING COMPANY

Dong Nai province, March 28, 2025

CONFIRMATION BY THE COMPANY'S LEGAL REPRESENTATIVE



Nguyễn Văn Tuấn



SONADEZI
CHAU DUC
MEMBER OF SONADEZI

SONADEZI CHAU DUC SHAREHOLDING COMPANY



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